

20 JAN 1960

Zilla Cha-Bagan Workers' Union

(Affiliated to the A. I. T. U. C.)

REGD. NO. 2785

Head Office : MALBAZAR, JALPAIGURI

President :

Satyendra Narayan Mazumder,
M. L. A

General Secretary :

Debprasad Ghose
Member Tea Board

Sramik Bhaban

MAL

Ref. No.

Date 17. 1. 1960

My dear K. L.,

Please refer to your letter to Com. David regarding his passport extension for 3 more months to avail the opportunity to of the UNESCO study tour in Indonesia.

He will be sending the passport by registered post to the P. O. Calcutta with your former letter attached. Do you think it will be helpful if you send ^{a letter to} the R. P. O., Cal informing him about the latest position i.e. UNESCO's approval of the tour being conducted in April & so the necessity of extension? I think it will help in expediting the matter with R. P. O. One more thing, for your information,

Somehow I got the idea that UNESCO pays an amount for initial expenses of the workers of the delegation. If my understanding is correct, then ~~can~~ would you please let me know if any amount will be available for David's initial expenses? Otherwise the union will have to arrange ~~it~~ so please let me know the position at you earliest.

With greetings,
yours truly

Honosaujan Roy.

To Com K. G. Srivastava
Secy, A.I.T.V.C

4. Ashok Road
New Delhi

P.S. Would you kindly see if the receipt for the affiliation fees is sent without delay for the total membership for 1958-59. ~~of~~ as already intimated. They have already sent you Rs 250/-.

January 21, 1960

Com. Monoranjan Roy,
Siliguri.

Dear Com. Monoranjan Roy,

Your letter of 17-1-60. We have written to the Calcutta RPO for extending the validity of Com. David Bhengraj's passport.

A small amount will be given by the UNESCO for expenses but due to the foreign exchange difficulty, we propose to take it in sterling or dollars, for expenses in Indonesia. As for preparations here, this should be borne by the union.

We have sent the receipt to the Zilla Chakraborty Workers Union. Please arrange to send the balance dues on affiliation fees.

What about the plantation federation and the meetings you had proposed in December and January. I am sure you will be coming for the Working Committee and General Council in Delhi on February 13-15, 1960.

With greetings,

Yours fraternally,

K.G.
(K.G. Sriwastava)
Secretary

The Tamilnad Plantation Worker's Union.

தமிழ்நாடு தோட்டத் தொழிலாளர் சங்கம்

1958 ஜனவரி 1491

வாலபாறை.

Ref. No. (C) 4174/56

TUR

1st January, 1958

The Commissioner of Labour,
Chepauk, Madras-5

Dear Sir,

Sub: Labour - Plantations - Anamallais -
Iyerpadi and Paralai Estate - Regist-
ration of workers - Discrimination
of - Code of Discipline - Contravention
of - Reported - Actions - Re.

I enclose herewith a copy of letter received from the Labour Officer, Pollachi, in the matter of registration of workers.

We are to report in the matter as follows:

The above referred estates are owned by M/s. English and Scottish Joint Co-operative Wholesale Society, Ltd., The management of the above estates have pursued a strange policy, in that they began decreasing the total number of workers employed in the estate and they have avoided registering new workers to the vacancies caused due to the normal wastages, etc. This has resulted in increase of workload on the rest of the workers. Also it increased the number of temporary workers. Hence there was wider agitations and as a result Conciliation Proceedings took place.

It was on representations from this Union the General Manager of the interest in his letter dated 25th Feb. 1958 has written to state their company's policy is to keep the permanent labour force upto the Minimum requirements by recruiting dependants when new labour is required.

However after our agitations the management have registered some new workers in the estate and at the time they have definitely informed that dependants of registered workers who are members of this Union will not be considered to be registered. The management has exercised discrimination and partiality in recruiting new workers and the legitimate claims from dependants of registered workers were not considered. The management has even choiced workers from out-side.

We were representing on this anomoly and after a long time this reply has been received.

Plantation is a peculiar industry, where it has been customary to give preference at the time of registration to register the dependants of registered workers., and due to the fact the Minimum Wages has been fixed after taking into account the wages of dependant workers too. The past practices have now been turned up by the management and this has been in contrary to the prevailing practices which is of course at the first instance a contravention of Code of Discipline.

Much water has now been ~~xxxi~~ flown into the river and the decisions of the Various labour Courts have now been superceded

தமிழ்நாடு தோட்டக்கழிவுத் தொழிலாளர் சங்கம்

1911

by the decisions arrived at the Ninth Session of the Industrial Committee on Plantations, held at Darjeeling on 23rd and 24th October, 1959, stating:

- 1) that the required number of workers for plantations will be fixed;
- 2) that the employers do agree to maintain the hitherto existing strength of workers and to recruit new workers to the vacancies; and
- 3) that all vacancies will be filled up with only dependants of registered workers.

We learn that the preliminary work has also been taken to implement the decisions of the Committee, in the above matter.

In the light of the above we are to point out that the Planters' Organisation U.P.A.S.I. has in the proceedings before the Hon'ble Special Industrial Tribunal for Plantations has informed that they are employing at 1.25, 0.9, and 0.26 ~~XXXXXX~~ worker per acre for plantations of Tea, Coffee and minor products, respectively. This particular estate management has deposed before the ~~XXXXXX~~ Hon'ble Tribunal as follows:

IYERPADI ESTATE

PARALAI ESTATE

	<u>1939</u>	<u>1954</u>	<u>1939</u>	<u>1954</u>
Planted area Acres.	637	694.65	922	1007.4
Number of workers	678	796	878	881
Worker per acre	1.06	1.22	0.92	0.85

From the above it will be seen, that the management do not employ at least the above strength of workers. Further, they are increasing the number of women workers and they are decreasing the male workers, since they are benefited with the wage difference at present existing between men and women.


The above two estates are planted with Tea and as per the UPASI standard they are to maintain strength of workers at 1.25 per acre of planted area.

In view of the above, we are to inform that the reply of the Labour Officer is in contrary to the well accepted Code of Discipline. A grievance procedure has been accepted to be followed thereon, and this machinery has now been disabled under the guise of the decisions of the Various Courts. Hence we are thrustured to see the ways to get these anomalies are not in existance.

We trust that the Labour Commissioner will be pleased to enquire into the matter and will do the needful to see that the Code of Discipline is honoured.

Thanking you,

Your's faithfully,


JOINT SECRETARY

Jsa.

cc. The Labour Officer, Pollachi
AITUC & TNTUC

From
Sri S.C. Buckle, B.A.,
Labour Officer, Pollachi.

To
The Secretary,
Tamilnad Plantation Workers' Union
Valparai.

L.Dis. No. 1332/59 dated 14-12-1959

Sir,

Sub: LABOUR - Disputes - Registration of workers -
Discrimination of - Re.

Ref. Your letter No. 4174/57 (c) dated 5-10-1959

No action can be taken in the above under the Industrial
Disputes Act, 1947, since registration of workers is purely a
managerial function.

(Sd)
Labour Officer, Pollachi

(TRUE COPY)

- 8 JAN 1960

TELEPHONE : DARJ. 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(REGD. NO. 2256)

PRESIDENT :- RATANLAL BRAHMAN
GEN. SECRETARY :- ANANDA PRASAD PATHAK

CHOWK BAZAR
DARJEELING

Ref. No. TU/0215/60/2(V)

Date 2nd. January. 1960

The Chairman, D.B.I.T.A.,
Darjeeling.

Dear Sir,

May we take this opportunity to approach you so that the relations between the labour and the management may be conducive to the common weal of all concerned. In course of our mutual approach on many vital labour disputes, we have successfully resolved those disputes in many bipartite conferences with most of the managements in this hill area.

Our endeavour has been directed to bring about settlement amongst the labour and the management in order to maintain a cordial atmosphere in the gardens concerned.

In spite of a non-congenial atmosphere in the beginning we have been successful to cross over many seemingly insurmountable hurdles and finally a cordial atmosphere is established in our area to a great extent. It will be pertinent to mention here that most of the managements have contributed liberally to our sincere efforts to overcome such bitterness, misunderstanding and prejudices through mutual negotiations.

In this hill area, ours is the only registered Trade Union functioning among tea workers. Our activities as described hereinabove, will go to prove that we stand for justice and reason for all concerned. Basically, our main objective is to save the industry which is the life-line of survival for a huge number of workers. As such, our activities can never be one-sided. We always sympathetically analyse the condition of each management and no unjustified demands are ever supported by us.

In this context, it will be high time for all concerned to establish some legal and justifiable link between our union and the managements in this hill area through your association. This presupposes that as a goodwill gesture, we should approach you to recognise our union so that all disputes may be settled as far as possible through mutual approach and negotiation. This will further strengthen our friendly relations with ~~those~~ managements with whom we are to deal daily. This recognition of our union will benefit both the sides because any settlement arrived at between us, will be a binding responsibility on all. Hence we desire that you may kindly take up this issue for consideration in order to establish a friendly atmosphere in the garden in this hill area.

It is, therefore, hoped that

..... P.T.O.

It is, therefore, hoped that you would kindly look into this issue and let us have your views for negotiations.

Thanking you in anticipation.

Yours faithfully,

Abanindranath

SECRETARY.

Copy to:-

1. The Chairman, ITA, Calcutta.
2. The Hon'ble Labour Minister, Govt. of India, New Delhi.
3. The Hon'ble Labour Minister, Govt. of West Bengal, Cal.
4. The Assistant Labour Commissioner, Darjeeling.
5. The General Secretary, All India Trade Union Congress, New Delhi.
6. Sri. Monoranjan Roy, Secy. West Bengal Committee, AITUC, Siliguri.

The General Secretary,
The All India Trade Union Congress,
4, Ashoka Road, New Delhi.

No. LR.I.16(1)/59-II.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

From

Shri A. L. Handa,
Under Secretary to the Government of India.

To

Central Organisations of employers
and workers.

Dated New Delhi, the

Subject:- Indian Labour Conference - 17th Session - Proposal
to discuss the working of the Trade Union Law.

.....

Sir,

As announced by the Labour Minister at the Public Sector Conference last month it is proposed to discuss the subject of 'Industrial Relations in the Country' at the next session of the Indian Labour Conference, which is expected to be held in April, 1959. One of the important aspects of this subject would be the working of the Trade Union Law. I am to request that your organisation may kindly let this Ministry know if they have any items to suggest for inclusion in the agenda of the conference. Detailed memoranda on each of the items suggested may kindly

P.T.O.

- 2 -

be forwarded to this Ministry by 28th February,
1959 at the latest.

Yours faithfully,



(A. L. Handa)
Under Secretary.

Copy to L.C. Section.



(A. L. Handa)
Under Secretary.

.nil.

(276) Phone : 34-2044

WEST BENGAL COMMITTEE
All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Ref.

Date 26. 2. 1960.

My dear K.B.,

*Yes
Deoprasad
has nominated*

Just now I come to learn from Com Debasprasad Ghose that the term of all the Tea Board members terms will be expired this month & new members would be nominated by March, as the new T & A Board will have its meeting in March next. I therefore hope that you will as in last time give Com Debasprasad Ghose's name as the first preference & demand 2 members one of which the second ~~for~~ Com Parvati or any one from South.

Com Debasprasad's ~~was~~ membership in Tea Board helped us tremendously in developing and extending our Union in Duars, which still has the largest membership in West Bengal. His membership also helped him to great extent to carry on some how. In spite of our largest membership, economically we are still weak due to huge amount ~~to~~ paid for travelling. So wages for Coms like

Debasadas is too small to be mentioned.

DI Considering all these I hope you will consult Lou Dauge if he returns before the nomination is sent & do the needful. Lou Dauge knows his case too well & as a matter of fact too it was Lou Dauge who himself nominated him to the TEA Board, even before we knew it.

Please let me know your decision.

If the Wage Board Reports of Cement and Cotton Textile come out by next week please send us 2 copies to BPTRE, (if necessary by V. P.) at your earliest

with greetings,

Yours truly

Morosanjan Roy

P.S. Where is the Plantation Circular?
Please ask Parvati to send me immediately to any Sirjuri address.

- 8 FEB 1960

H. O. & P. O. RANGAPARA.

From:-

Sri Santosh Kumar Singha,
General Secretary, ABCMS, Assam.

To:
Com. K.G. Srivastava,
Secretary, AITUC, 4 Asok Road,
New-Delhi, (India).

Subject:- Affiliation fees.

Dear Comrade,

Long ago, I received a circular from your office that the affiliation fees for the year 1958-59 for AITUC and WFTU should be sent in time. But I really regret to say that according to your circular I could not arrange the same to send due to some certain difficulties we had to face during the last 12 months. Our economic condition (of our Union) is too serious. Membership drive is turning back due to some more rival Unions formed in the plantation. People are divided in many ways and most of the workers. *I have not yet been able to send levy to APTUC also due to this crisis. However, I am sending Rs.98-00 (Rupees ninety only) today by PMO and I think you will receive the said amount positively.

*. *have been neutral.*

Regarding the AITUC General Council I like to inform you that I may not able to attend due to crisis of money. However, in this also I shall try to arrange something to attend the said Council. The building fund could not be collected. The main difficulty is that our Union is suffering for want of wholetimers. The INTUC is vehemently troubling us provoking to murder our workers, members and leaders. But, still we are utilising our whole strength in the field.

The APTUC also is not helping us properly. So we are living as a limb neglected of a body near the Assam Boarder. Anyway, I shall be letting you know all about the circumstances of our Union.

Lastly I like to inform you that, the bonus for the year 1957 has, practically been refused in most of the Gardens governed either by any native or foreign tea planters. The main reason that the very agreement which was reached in Calcutta 1959, has murdered the workers. A company named Empire of India & Ceylon Tea Co. Ltd. has totally refused to pay bonus for the said year to those workers where our Union has got a hold than the strength of INTUC. Every where, the companies are not recognising and not sitting with us so we are facing difficulties in every now and then.

The more will be written next.

With greetings.

Yours faithfully,

(S.K. Singha),

General Secretary, ABCMS.

Dated the 2.2.1960.

*Pl. show this to
Santosh Kumar Singha*

276

Plantation file



20 FEB 1960

Terai Branch
DARJEELING DISTRICT CHIA KAMAN
MAZDOOR UNION

(Regd. No. 2256)

276

President : Sri S. N. Mazumder

M. L. A.

Secretary : Sri Biren Bose

Branch Office :

MAHANANDA PARA
SILIGURI

Ref.

Date 14.2.60. 195

To

The Labour Commissioner,
Govt. of West Bengal.

New Secretariat Building, Calcutta.

Re:- Non-payment of Minimum Wages & violation of Standing Order & avoiding to attend conciliation meetings by Management of Gungaram, T.E. Terai.

Dear Sir,

In spite of repeated attempt on the part of the Terai Branch of the Darjeeling District Chia Kaman Mazdoor Union for amicable settlements of all disputes, the management of the said estate has taken completely uncooperative & anti labour policy. The management has been avoiding to attend even conciliation meetings called by the Asst. Labour Commissioner, Darjeeling on 20.11.59 another meeting called by a memo D/28.11.59 and lastly the meeting scheduled on 21.1.60. In none of the three meetings the management attended.

This attitude of the management has made the situation further complicated. In the mean time,

R.K.

(2)

In the mean time, while the management virtually refusing to attend any conciliation meeting, has been continuing the practice of non-payment of minimum wages & victimisation of workers of our union.

Herewith I am sending a copy of the union's Memorandum D/ 3.8.59, regarding non-payment of minimum wages and dismissal of 11 workers in violation of the Standing Order. As no settlement of the dispute could be arrived at Sri S.N.Mazumdar, M.L.A. president of the union had approached Sri S.N.Chatterjee, Dy.Labour Commissioner for intervention in November 1959, but to no effect.

The follow are the actions being taken by the management since the conciliation proceeding have begun i.e. since August last.

1) Number of workers employed in 'Skipping' & 'Khulni' have been deprived of their minimum wages since last December till 1st week of February. A few sample names for enquiry are given in schedule 'B' who could not earn their minimum wages even working for eight to nine hours a day.

Please note that in winter season according to the Minimum wages notification the workers are to work about 5 hours a day.

Cont.....

Terai Branch
DARJEELING DISTRICT CHIA KAMAN
MAZDOOR UNION

(Regd. No. 2256)

President : Sri S. N. Mazumder

M. L. A.

Secretary : Sri Biren Bose

Branch Office :

MAHANANDA PARA
SILIGURI

Ref.

(3)

Date 195

Any enquiry from your Directorate will find out that all most all workers employed in the said jobs have been deprived of the M. Wages.

2) Secondly 21 workers whose names are given in schedule 'C' who had been continuously working for the last 4 to 5 years have been suddenly refused employment without any written order, and in their place some absolutely temporary workers who used to be employed ~~in~~ only during the plucking season have been given work. This is case of violation of Standing Order & unfair labour practice.

3) Thirdly another six workers namely Biron Lohar, Lakhan Deheri, Moharang Lohar, Dasai Muchi, Loku Giri and Budhu Goala (No. 111) have been suspended on 3.2.60 pending further punishment for alleged disobedience of orders of the superior officer, Subsequently 3 of them namely Loku Giri, Moharang Lohar, and Dasai Muchi dismissed on 9.2.60 without giving them proper facility of defence.

E. C. C.

(4)

All these actions are being taken pending the conciliation proceedings. The attitude of the management of the Gungaram F.L. idk is against the very purpose of the code of discipline, which the workers & the union are always fully complying with.

Under the circumstances, I hope you will kindly take up the matter with the Indian Tea Association so that an amicable settlement may be made before, the workers out of desperation are forced to take any direct action, which the union always want to avoid.

Expecting your early intervention & necessary action.

Thanking you.

Yours Faithfully.

Ravindra Bose

Secretary.

Copy to,

- 1) Secy. I.T.A., Calcutta.
- 2) S.N. Mazumdar, M.L.A. Calcutta.
- 3) Secy. A.I.T.U.C., New Delhi.
- 4) Asst. Labour Commissioner, Darjeeling.

Schedule 'B'

- 1) Kousalya of Niz Sardar.
- 2) Leb do do do.
- 3) Saonoff of Markus Sardar.
- 4) Somra of Martin Sardar.
- 5) Amrit of Bhukhol Sardar.
- 6) Fulmoni of Martin Sardar.
- 7) Mangri of Bhukhol Sardar.
- 8) Chakrabahadur of Niz Sardar.

Schedule 'C'

- | | |
|--------------|--------------|
| 1) Silyia. | 12) Peto. |
| 2) Beronika. | 13) Sukuaro. |
| 3) Budhni. | 14) Dharma. |
| 4) Rejon. | 15) Gulapi. |
| 5) Amrit. | 16) Remni. |
| 6) Nanda. | 17) Jitni. |
| 7) Champa. | 18) Dosmi. |
| 8) Lachmi. | 19) Mongli. |
| 9) Ratni. | 20) Dukhni. |
| 10) Terma. | 21) Parbait. |
| 11) Guli. | |

THE KERALA SEA ISLAND COTTON PLANTATIONS

KORATTI

Trichur District, Kerala State.

Our Re KS/27

Date, 11th March 1960.

Dr. B. L. Sethi,
Secretary,
Indian Central Cotton Committee,
14, Nicols Road, Ballard Estate,
BOMBAY-1.

Dear Sir,

Marketing of Sea Island "Andrews" Cotton Season 1959/60
Auction at Coimbatore on 8-3-1960.

With reference to the above auction conducted at Coimbatore we beg to invite your kind attention to the following factors and suggestions for your favourable consideration and immediate action.

It is very unfortunate and shocking to the cultivators that the auctioned price for this one of the best quality of long staple cotton in the world (1.36") was only Rs. 2237/- in place of Rs. 3510/- per candy obtained for the same quality of cotton last year. The East India Cotton Association, Bombay had fixed the retention price for this cotton at Rs. 2800/- per candy last year. Immediately on hearing the auctioned price we as cultivators were forced to send the following telegram to you reading under:-

"UNDERSTAND ANDREWS COTTON AUCTIONED PRICE RUPEES 2237 UNJUSTIFIABLE AAA REQUEST
SUSPEND CONFIRMATION AUCTIONED QUANTITIES AAA INFORMED ALL CONCERNED AAA WRITING"

As you are aware due to the unfavourable climatical conditions the average yield obtained by the majority of cultivators was very low during this season when compared to the yield obtained during last season. For instance our actual expenditure for 200 acres cultivation is Rs. 86500/- and our total yield obtained is 78000 lbs kapas and the actual production cost of one pound of kapas would be Rs. 1-12n. If the price obtained in the first auction of the season is only Rs. 2237/- per candy there is every likelihood that the price will go down in the subsequent auctions and therefore the price obtainable for the cultivator would be in the region of 14 annas per lb and our own loss would be approximately Rs. 25000/- for this season crop alone and similar losses would be incurred by the majority of cultivators in the State of Kerala and Mysore.

In general, price of cotton in India is on upward trend and last year Messrs. Dhanalakshmi Mills Ltd, Tirupur auctioned major quantity of Andrews cotton at Rs. 3510/- per candy and in fact they processed this cotton very profitably than any other type of cotton processed in their Mills. They obtained a spinning count of 80s on single combing and 110s in double combing from this cotton last year. We in fact approached the same Mills with this season's sample lint and in turn they have offered us a price of Rs. 3200/- to Rs. 3500/- per candy lint according to the samples, provided this type of cotton is granted the price exemption by Government and free from Government controls. As you are aware the Govt. of India at this critical time imported Sudan and American long staple cotton very liberally losing so much needed foreign exchange and this is the first reason for the sudden fall in price structure of this long staple cotton produced in our own country with all risks and hard tasks. When sufficient quantity of imported long staple cotton were allotted by the Govt. of India to all Mills in India who consumes this long staple cotton and the requirement of the Mills were become very poor. This is the reason that only 5 Mills representatives participated in the auction conducted at Coimbatore on 8.3.1960 from all over the country. As the Mill owners in the north were not able to bid even a single bale of this long staple cotton during last season due to keen competition from the south and because of the availability of the imported cotton the Mill owners in the north have decided not to participate in the auction during this season. Further, the Mill owners in the north and in the south are not quite happy of this new development of long staple cotton in Kerala. There was even a forecast from the Indian Central Cotton Committee that the price obtained last year was too high and at any cost that this long staple cotton grown in Kerala during this season can expect only a price ranging from Rs. 2000/- to Rs. 2800/- per candy. The Mill owners representative in the Indian Central cotton committee was very adamant on this question of price structure for Andrews cotton grown in Kerala. It is also a fact that there was none in the Indian Central Cotton Committee to represent the cultivators in Kerala to place the facts before the committee. Therefore, the decisions taken by the Committee in respect of this long staple cotton development in Kerala were nothing but exparte and without taking into consideration of the actual facts.

Neither the Indian Central Cotton Committee nor the Scheme Staff are going to lose anything by the sudden price fall of this long staple cotton produced in Kerala. The cultivators are the only losers and sufferers. There is not even a growers Committee to look into the affairs of their produce such as pooling, processing and marketing arrangements of this long staple cotton delivered to the general pool. We have already written to the Indian Central Cotton Committee, Bombay, Scheme Staff at Trichur and the Director of Agriculture, Trivandrum regarding the prices offered by the Mill owners on 12th January 1960 together with the processing expenses etc and also requested them to allow us to sell our produce as a separate lot since we have a considerable quantity of our own produce. We are the only growers in Kerala who have cultivated more than 200 acres taking so much risk and involving such a huge amount of capital. Unfortunately there was no response from the authorities concerned. We understand from reliable sources that all the 5 representatives participated in the auction were united and fixed a price of their own and the sale in effect was just like arbitrary and not auction as any one term it. So in effect and practice, the sale was nothing but a foul play by some one and bought the entire bales exposed for auction at the price fixed by auctioners previously. The actual owner of the produce or their representatives were not given any say in the matter. All these were done by the authorities in a reserved manner without looking the least interest of the cultivators. Indian Central Cotton Committee was well aware of the estimated production of this type of cotton from this State at the time the Central Government and the Import advisory Committee considered the issue of import quotas to the Mill owners for the Sudan and American Long staple cotton. All these factors lead us to believe that neither the Govt. of India nor the Indian Central Cotton Committee are really interested in developing this long staple cotton in our own country and save so much needed foreign exchange for the nation. On the other hand they were able to impose such a heavy loss to the cultivators who have come forward so bravely taking all the risks for the best interest of the Nation at large.

We should recall our personal discussions we had with you and the Chairman and members of the Sea Island Sub Committee of Indian Central Cotton Committee during your visit to our cultivation along with the press representatives and other representatives connected with the sea Island cotton developments on 9th August 1959 and the memorandum submitted to you during the occasion explaining the complete aspects of this long staple cotton development in Kerala. We are sorry to note that you have not even the least courtesy to consider any one of the points raised by us during the personal discussion and in our memorandum.

The Sea Island Growers Co-operative Society Ltd., Trichur have also made all arrangements of marketing of sea Island "Andrews" cotton pooled by their member growers and they have advanced 70 NP per lb. of kapas to growers. They have also almost completed the ginning of the cotton pooled by their members i.e. one Laku pounds It would be much beneficial to the cultivators if the scheme staff also study and adopt the same economical methods of processing and other administrative functions as adopted by the Co-operative Society though the Society formed and started functioning only during this season. Their marketing methods are also worth studying.

In the present state of affairs we are fully confident that all the cultivators in Kerala with their past experience with the Scheme staff and loss incurred in going for this cultivation will not come forward again for this cultivation and a stage will come soon that this new developments which everybody thought most potential especially for Kerala to improve the economic conditions of the farmers will come to a stop very shortly and the whole development scheme has to be dropped for ever. It is not possible to develop a new crop like "Andrews" long staple cotton without the necessary incentives, aid and assistance from the State and Central Governments. On one side there is so much of enthusiasm and vigorous attempts to save foreign exchange and to have a better balance of trade for the country. The Central and State Government Officials and Ministers are all out in the daily press with their appeals and methods to save foreign exchange. It is very regrettable when one seriously give thought to the whole aspect of the question while taking into consideration of the facts that the cultivators after taking so much risk and pains to develop this cotton in Kerala and to have a steady saving of foreign exchange will have to meet now a heavy loss like this due to the simple reason of negligence by the authorities. Are we to believe that these schemes are only paper schemes and to maintain a huge staff with Central Government pay and allowances and other amenities on this score who does practically nothing for the developments of Sea Island "Andrews" cotton? There is none in the State and Central Govt. to seriously consider the whole aspect of this development and implements the scheme in a practical way possible. Long staple cotton was imported so liberally by the authorities and allotted to the Mills in India after losing the hard earned foreign exchange or in otherwards helped the cultivators in Sudan and America and at the same time put the cultivators in this country to this sad plight and heavy loss. Any lay man in the Street will not adopt a policy like this in the present development of our country. It is nothing but a naked fact unless the State and Central Government come forward with necessary incentives and aid immediately, the development of this long staple cotton so potential in Kerala and Mysore will be a closed chapter for ever and the public funds utilised so far in this direction will be nothing but a waste to the tax payers of the country at large.

In view of the above facts we beg to give you below the following suggestions and request you to consider the same in the interest of the cultivators and of the Nation.

- a) Government of India should purchase the entire quantity of Sea Island "Andrews" cotton produced in the States of Kerala and Mysore at a reasonable price of not less than Rs. 1—12 NP. per lb. of kapas and distribute the same to the consuming Mills in place of imported Sudan or American cotton which Government of India can easily do.
OR
- b) The State Government and Govt. of India shall jointly subsidise the cultivators to the extent of the actual cost of production in the interest of the future developments of this cotton in India.
OR
- c) It will also help if this cotton could be exported to the countries which are badly in need of this long staple cotton on barter terms provided a competitive price is obtained.

We are prepared to place further facts and figures before the Authorities in person or in writing on any date and place if required on the subject

We would also mention that it is already an established fact that this long staple Sea Island "Andrews" cotton can be grown economically in Kerala and Mysore and meet the requirements of the country within a period of five years provided proper and practical schemes are put into effect with necessary assistance during the development stage to the cultivators and save at least foreign exchange to the tune of 30 crores of Rupees annually.

We feel that we have explained in brief all the aspects of this important subject and request your goodness to give your kind and serious thought to this important development needed for the country and let us have your immediate reply.

T V J:

Yours faithfully,
For the Kerala Sea Island Cotton Plantations.

(T. V. Joseph)
Secretary.

- c. c. to
- The Director of Agriculture, Trivandrum for necessary action.
 - The Sea Island Cotton Development Officer, Trichur —do—
 - The Sea Island Cotton Assistant, Trichur —do—
 - The Hon. Prime Minister of India, New Delhi.
 - The Hon. Minister for Agriculture, Delhi
 - The Hon. Minister of Agriculture, Trivandrum.
 - Sri. A. M. Thomas, Hon. Dy. Minister for Food & Agriculture, Delhi.
 - Hon. Chief Minister, Govt. of Kerala, Trivandrum.
 - Hon. Speaker, Parliament Secretariat, Parliament House, New Delhi.
 - Hon. Speaker, Kerala Legislative Assembly Secretariat, Trivandrum.
 - Sri. M. K. Ginnachandran, M. P. Loka Sabha member, Parliament House, New Delhi.
 - Dr. K. B. Menon, M. P. Lok Sabha Member, Parliament House, New Delhi.
 - Sri. T. C. N. Menon, M. P. Parliament House, New Delhi.
 - Sri. S. A. Dange, M. P. Parliament House, New Delhi.
 - Sri. M. A. Antony, M. L. A. Trivandrum.
 - Sri. C. G. Janardhanan, M.L.A. Trivandrum.
 - Sri. T. O. Bava, M.L.A. Trivandrum.
 - Sri. M. Narayana Kurup, M.L.A. Trivandrum.
 - Sri. E. M. S. Namboodripad, M.L.A. Trivandrum.
 - Sri. C. Achutha Menon, M.L.A. Trivandrum.
 - Sri. C. H. Mohamed Coya, M.L.A. Trivandrum.
 - The District Agricultural Officer, Ernakulam.
 - The District Agricultural Officer, Trichur.
 - The Sea Island Cotton Development Research Officer, Trichur.
 - The President, Sea Island Cotton Growers Co-operative Society Ltd., Trichur.
 - Dr. S. L. Sikka, Chairman, Sea Island Sub Committee, Bombay.
 - Sri T. A. Thoman, M.L.A. Trivandrum.
 - Sri. K. Dharmarajulu, Deputy Secretary, Indian Central Cotton Committee, Bombay.
 - Sri. T. T. Paulose, Asst. Secretary Indian Central Cotton Committee, Bombay.
 - The Press and News Agencies in Kerala, Madras, Bombay & Delhi.
 - Sri. M. V. Krishnappu Hon. Dy Minister, food, Agriculture, Delhi.
 - All Sea Island Cotton Growers, Kerala & Mysore.
 - All other connected officials.

Com. Parwati Krishana, M.P.,
President,
Chai Bagan Mazdoor Union,
Dehra Dun.

Paltan Bazar,
Dehra Dun,
28.3.60

Dear Com.,

In the course of your visit here we discussed with you the very serious problem of the cutting of trees of shades indiscriminately and wholesale in certain tea estates here and of even uprooting of tea plantations in certain others. We tried to bring home to you the tremendous restlessness and agitation among the workers on his count for uprooting in one estate is bound to be followed in the other and this shall ultimately throw all the workers out of jobs to starve and perish. So you must have seen that the resolution on this subject was one of our main resolution and it is almost certain that a big struggle shall take place this season on this matter and this struggle may lead to a strike in a few gardens and Satyagraha.

So we would like you to help us in this matter by representing the matter to the Ministry concerned. You have copies of all our resolutions, so you can refer to the relevant ones and hand over a letter to the ministry or ministries concerned about the matter.

We have demanded in our resolutions that the Control and Regulation of Industries Act should be forthwith applied to tea plantations. One thing we discussed with you, but have not mentioned in any of the resolution is that the Tea Act should be amended so as to prohibit the decrease and destruction of the plantations, its bushes and trees.

We would also request you to ~~submit~~ table some questions on the reported destruction of certain tea estates in Dehra Dun in view of the damage that shall be caused to an industry which is the biggest foreign exchange earning one in the country and to the livelihood of a large number of workers. The facts are that during the last few years the following tea estates have totally disappeared:

Harbhajwala
Kuan wala

~~Tiboxfikiwi~~

Soon to disappear and already largely destroyed are:

Walibagh
Anafield and
Kowlagarh, the oldest plantation in the country

The process of destruction has started in:

Ambari. Here hundreds of shade trees have already been cut leading to irreparable damage to the tea bushes. Recently contract for wholesale and complete cutting of the shade trees has been given. Hundreds of tea bushes have been entirely uprooted and thousands have been damaged. More than 25% of the estate is already devastated.

Very more

P.T.O.

If any further information is needed please let us know. But please do not delay in tabling the Lok Sabha question and in representing the matter to the Government.

Another matter on which we want your help is about applying the Payment of Wages Act on the plantations. We discussed the matter with you. We hope that you shall draw the urgent attention of the Government on this point too.

With regards,

Yours fraternally

(Mela Ram)
General Secretary.

Copy to : The General Secretary, AITUC.

No.276/K/60
March 18, 1960

Dear Com.Monoranjan Roy,

Your letters. I have shown them all to Com.Parvathi. At present she has gone to Coimbatore and will return on 30th March or so.

2. We are getting visa for the comrades and returning passports.

On hearing from SOBSI, we will fix up the date of departure.

I am going to Calcutta and Asansol on 20th March for iron & steel and mines meeting. I will speak to Coms.Indrajit and Ranen if they can manage this delegation business because early April I will be busy in Bombay with Central Govt Employees' Convention and some defence work.

We will decide after talking with them.

3. The questionnaire was not handed over to us so far. Probably, Com.Parvathi is awaiting to fix dates of the meeting. I reminded her but now we have to wait till she returns back.

4. We have not heard from Tea Board re. nomination.

5. Re. your passport, we will write early.

With greetings,

Yours fraternally,

umo

(K.G.Sriwastava)

TAMILNAD TRADE UNION CONGRESS

(TAMILNAD COMMITTEE OF A.I.T.U.C.)

6/157, BROADWAY,
MADRAS-I.

Ref:

Dated 1st March 1960

The Secretary,
A.I.T.U.C.,
New Delhi.

Dear Comrade,

The Tenth meeting of the State Labour Advisory Board was held on 12th and 13th February 1960. Com.M.Kalyanasundaram, M.K.Ranganathan and myself attended the meeting.

We will send a detailed note on this meeting within a few days. Meanwhile, we wish to bring to your notice an important decision taken in this meeting and request you to send your opinion on the same.

Labour Advisory

Plantation Wage Board: The Board was in favour of exploring the possibilities of another long term settlement in respect of the disputes relating to wages and dearness allowance etc. in Plantations before the date of expiry of the present settlement entered into on 15-4-1957 instead of waiting for the decision of the Wage Board to be constituted. It was further decided that a Tripartite Conference consisting of representatives of the planters and the Trade Unions connected with plantation workers and the Govt. may be convened for the purpose.

The Labour Minister suggested that a tripartite meeting be held and in case a settlement was reached, the Govt. of India may be requested not to include the State in the Wage Board to be constituted for the plantations. The employer representatives were not in agreement. The Wage Board is yet to be constituted and its deliberations are bound to take one or two years. As such we agreed for the tripartite suggestion. Also ~~our representatives in such a tripartite meeting will stipulate~~ our representatives in such a tripartite meeting will stipulate that any such agreement reached should be an interim agreement. But the Govt. and INTUC unions and Planters are likely to scheme and approach the Govt. for excluding the State from the Plantation Wage Board.

Please send your suggestions.

With Greetings,

Yours fraternally,

J. R. S. S. S. S.

No.276/PK/60
March 4, 1960

Com. Giri,
Tamilnad Plantation Workers Union,
COONOOR, Nilgiris

Com. Ramanathan,
Tamilnad Plantation Workers Union,
VALPARAI, Madras State

Dear Comrades,

We enclose copy of a letter
from the TNTUC dated March 1, 1960
and our reply of date, for your
information.

With greetings,

Yours fraternally,

K.G.

(K. G. Sriwastava) •
Secretary

Encl:

MEMBERSHIP CLAIMED BY A.I.T.U.C.

(276)

Phulkari
7/16



IN TEA PLANTATIONS

as on 31.3.59

1. Assam	7,496
2. Kerala	22,705
3. W. Bengal	40,388
4. Madras	12,100
5. U.P.	1,040
6. Punjab	250

All-India	83,979

AITUC UNIONS IN T E A PLANTATIONS

.....

ASSAM

1. Cha Mazdoor Union, Dibrugarh	...	2,487	
2. Assam Chah Karmi Sangh, Naharkotiya	...	517	
3. Akhil Bharatiya Cha Mazdoor Sangha, Rangapara	...	3,308	
4. Cha Mazdoor Union, Jorhat	...	1,184	
			7,496

KERALA

1. North Wyanad Estates Labour Union, Mannantody	...	1,840	
2. Thenmalai Valley Estate Workers Union, Kalthuruthy	...	3,123	
3. Kozhikode Estate Workers Union, Mukkam	...	600	
4. High Range Estate Employees Union, Mundakayam	...	10,231	
5. Wynad Estate Labour Union, Meppadi	...	3,441	
6. Kerala Union Plantation Workers' Union, Hardipet	...	1,300	
7. Malayalam Plantation Workers' Union, Meppadi	...	969	
8. Pathanapuram Taluk Plantation Labour Union, Punalur	...	1,201	
			22,705

W. BENGAL

1. Darjeeling Dist. Chia Kaman Mazdoor Union, Darjeeling	...	15,079	
2. Zilla Chabagan Workers Union, Jalpaiguri	...	25,309	
			40,388

MADRAS

1. Tamilnad Plantation Workers' Union, Valparai	...	10,500	
2. Plantation Labour Union, Coonoor	...	1,200	
3. Periakulam Thotta Thozhilalar Union, Uthamapalayam	...	400	
		<hr/>	12,100

PUNJAB

1. Kangra Chai Mazdoor Union, Palampur	...	250	250
--	-----	-----	-----

U.P.

1. Chai Bagan Mazdoor Union, Dehra Dun		1,040	
		<hr/>	1,040

83,979

14 MAR 1960

CHAI BAGAN MAZDOOR UNION

278

Paltan Bazar,
Dehra Dun,
10.3.60.

Com. K.G. Srivastava,
Secretary, AITUC,
New Delhi.

Dear Com. Srivastava,

I wrote to you on the 16th Feb. 60 referring to my talks with you for inviting Srimati Parvati Krishnan to address our Annual Conference. It is three weeks gone, but I regret that no reply has been received from you on the matter.

I wrote a letter to Smtati Parvati Krishnan too on the 19th Feb. referring to my talks with you, but she has also not yet sent any reply.

Owing to this our preparations for the Conference are being greatly hampered. We had fixed to hold the open session on the 20th, but that is no more possible, owing to the delay in getting your reply.

~~17th of April~~ We now propose to hold the open session on the ~~20th~~ instead of the 20th March. Please ask Srimati Parvati Krishnan to send her consent for the date at the very earliest.

With greetings,

Yours fraternally,

(Mela Ram),

General Secretary.

N.B. However, if she is unable to come on 17th April we can hold it on the 27th Apr March, if this suits her + we get her consent immediately

We have already written her in your name on 27th March
Mela
742

276



Com. Mela Ram, Dehra Dun

March 14, 1960

Dear Com. Mela Ram,

Your letter of 10th March. We have already written to you that Com. Parvathi Krishnan will come to Dehra Dun on 27th March. With greetings,

Yours fraternally,

ms

(K.G. Sriwastava)

No.276/A/60
March 11, 1960

Com.Mela Ram,
General Secretary,
Chai Bagan Mazdoor Union,
Dehra Dun.

Dear Comrade,

Com.Parvathi Krishnan, M.P., our Vice
President, will be visiting Dehra Dun on
the 27th March. The exact time of her
arrival there will be communicated to you
by Com.Parvathi directly.

With greetings,

Yours fraternally,

4/11/60
(K.G.Sriwastava)
Secretary

Monoranjan Roy,
Secretary, W. B. Committee of the
All India Trade Union Congress

MAHANANDAPARA
P.O. Siliguri, Darjeeling

Dated 6.3.60

My dear K. G.,
Reached here on 4.3.60.

1. Com Parimal Mitra of our Duars Union, who is a vice president of the JT Council of Worker & Management in Great Lakes P.E. is going to Delhi to attend the Labour Seminar on workers Participation in Management. The meeting will be held on 8th + 9th. I don't know who will attend from our Central Orgⁿ. Whoever he may be, he should be introduced with Com Parimal, so that they may help each other.
2. I shall be going to Assam by 7th or 8th of April. It will not be possible to go earlier, as ~~Rajna~~ ^{when it will be useless to go} is in the middle of the current month, & I am also expecting the Bonus Sub-Committee meeting by the 4th week of March. So the delay. I am however writing to Assam Council please inform Parvati about the true schedule. I shall also write to her after

2
Dear from Assam.

shall be sending the passport
& visa form of Com B. David within 2/3
days. I am going to Salpaiguri, where
I expect to meet him & do the needful.
more in next mail.

with greetings,

Yours Comly

Honorarium Roy.

Com K. G. Srinivasan
Secy. A. I. T. V. C.
New Delhi.

7 MAY 1960

276

ALL - INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

TRADE CIRCULAR No.P/1/60
To All Unions in Plantations Industry

April 13, 1960

Dear Comrades,

At the General Council meeting held at Bangalore, a decision was taken to hold a meeting of representatives of plantation unions belonging to AITUC, to prepare for an all-India conference and discuss the formation of an All-India Federation. For many organisational reasons, this could not be implemented. At the last General Council meeting held at Delhi, this decision has been taken by the General Council itself. We had hoped to hold this meeting in the beginning of May but due to various other commitments, Com.S.A.Dange will not be free to attend such a meeting till the middle of June.

The meeting is therefore fixed for June 18 and 19, 1960. The venue of the meeting will be intimated by the middle of May.

All major plantation unions should arrange for at least two representatives to attend this meeting without fail. The names should be intimated to AITUC by 27th April 1960.

The agenda of the meeting will be as follows:

- 1) Reports from various Unions.
- 2) All-India Conference
- 3) Formation of all-India Federation of Plantation Workers' Unions.

We enclose a questionnaire on plantation problems. Kindly reply the same and send to the AITUC to reach not later than May 15, to enable us to prepare the Report for the meeting.

With greetings,

Yours fraternally,

Parvathi Krishnan
(Parvathi Krishnan)
Vice President

QUESTIONNAIRE

1. What are the wage scales at present existing in plantations in your State, for tea, rubber, coffee and spices? (Please give wages for men, women and children. If there is any difference according to acreage, such details should be given.)
2. Are wages paid weekly, fortnightly or monthly? *No, tea or coffee. Rubber only. Men are only employed. Daily @ 66* Rs 1 and 66p per head.
3. Since when are present wages in operation? *wages paid monthly.* from June 30th 1952
4. What were the previous wages? *Rs 1 and 45p per head.*

PTO

5. Is there a Minimum Wages Committee in your State? *yes.*
 6. If so, is the AITUC represented on the Committee? *yes.*
 7. When did the Committee meet last and what were the Minimum Wages prescribed? _____
 8. Are there any cases of violation of the Minimum Wages Act? If so, what are they? *No.*
 9. Are there any grain concessions existing? If so, what are the details. *No.*
 10. What is the size of the average family unit? What is the average of family members who are earning members? _____
 11. Which provisions for amenities prescribed under the Plantation Labour Act have so far been provided and how far: _____
 - a) Housing - Number constructed, Estate-wise, since 1956.
 - b) Medical, *medical aids provided.*
 - c) Creches _____
 - d) Canteen _____
 - e) Sanitation _____
- (N.B. Give as many details as are today readily available and collect others for the meeting.)
12. What are the existing prescribed workloads? When and how were they fixed? What is the Union's demand in regard to these workloads? _____

Part II

1. What is the total number of workers employed in plantations in your State in -
 - (a) Tea _____
 - (b) Coffee _____
 - (c) Rubber _____
 - (d) Cardamom _____
2. What are the registered trade unions in your State and to which trade union centre are they affiliated? _____
3. What is the respective membership claimed by each union? _____
4. What is the verified membership for the last year? _____



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REMINDER SENT TO MAJOR PLANTATION CENTRES
Re. Circular No.P/1/60 dated April 13, 1960

May 23, 1960

Dear Comrade,

We regret to note that from your centre, no reply has been received in response to our Circular No.P/1/60 dated April 13, 1960 on the proposal to hold an All-India Conference of Plantation Unions.

You have also not sent us the reply to the questionnaire attached to the above circular.

You will appreciate that it would be pointless to hold an all-India meeting, without getting proper reports from the different centres and the meeting is well prepared.

Will you please therefore immediately send us the reply to the questionnaire and also indicate who will be attending the conference, within a week?

With greetings,

Yours fraternally,

K.G.

(K.G.Sriwastava)
Secretary

P.S. Now that the Industrial Committee on Plantations has agreed to set up three Wage Boards with common Chairman, these are expected to be set up soon. We therefore propose to hold a meeting of representatives of plantation workers unions in the third week of June 1960, in W.Bengal. Exact date and venue will be intimated later on. You should keep yourselves in readiness to attend the

Meeting at short notice and convey this information to all comrades concerned.

25 MAY 1960

The Gen. Sec.,
A.I.F.U.C.,
New Delhi.

CHAI BAGAN MAZDOOR
UNION,
Paltan Bazar,
Sehra Dun,
24.5.60

276

Dear Com, Ref your circular No P/1/60,
of April 13, 1960, intimating about the holding
of a meeting of plantch T.U. workers on
June 18 & 19, 1960.

You had informed - the said circular
that the venue of the meeting shall be
intimated by the middle of May. However,
the same has not yet been made

The General Secretary,
All-India Text Mills
4, Ashok Road,
New Delhi



known to be
Please let us know
of the venue.
with regards,
The General Secy
A.I.F.U.C.
New Delhi

15 APR 1960

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CHAI BAGAN MAZDOOR UNION
Paltan Bazar,
Dehra Dun,
13.4.60

Com. Parwati Krishnan M.P.,
President,
Chai Bagan Mazdoor Union, Dehra Dun,
New Delhi.

Dear Com. ,

I wrote you a letter on the 28th March (60 about the indiscriminate and wholesale cutting of shade trees and uprooting of tea bushes in certain plantations of Dehra Dun and had requested you to take up this matter with the Union Government and raise questions in the Lok Sabha .

The cutting of shade trees, in fact tea forests in the plantations of AMBARI and ANAFIELD tea estates has been going on inspite of strong representations of the workers to the District, the Forest Department and the Labour Department authorities . Is it not rather ironical that while it is the avowed policy of the Government to protect and develop the precious forest wealth, large scale cutting of these very forests is taking place in spite of repeated representations to the authorities . Moreover, the cutting of shade forests is inevitably leading to cutting of tea bushes .

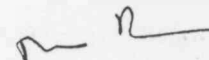
So the way out it seems is the extension of Control and Regulation of Industries Act to the plantations . Also relevant amendment to the Tea Act as suggested in our aforesaid letter should be made .

We had also placed our suggestions about the extension of Payment of Wages Act to plantations . Daily cases of delay in payment of wages in plantation are taking place here and there in no relief either in Payment of Wages Act or in Minimum Wages Act or the Plantation Labour Act or any Act in this respect . The result is that the workers have to suffer miserably . At present the delay in wages is facing the workers in at least two estates viz. Goodrich Tea Estate and the Malukkawala Tea Estate and in the latter the position is so bad that a strike notice has been served by the workmen with effect from 25.4.60.

We shall, therefore request you to take up these matters at your earliest and inform us of the results . We may send you any further information that you need .

With greetings ,

Fraternally ,



(Mela Ram) ,

General Secretary.

Copy to : The General Secretary, AITUC, New Delhi.

14 APR 1960

ZILLA CHA-BAGAN WORKERS' UNION
(Affiliated to the AITUC)
(Regd. No. 2785)

Head Office:- Sramik-Bhabwan, P.O. Mal, Dt. Jalpaiguri, West Bengal.

To

The General Secretary,
All India Trade Union Congress, New Delhi

Dear Brother,

The tenth Annual General Conference of the Zilla Cha-Bagan Workers' Union will be held from 21st April to 23rd April '60 at Banarhat, Jalpaiguri.

The Conference is going to be held ~~on the back ground~~ at a time when in view of the coming Summit Conference great hopes and expectations have been raised in the minds of the entire humanity. Tension has already eased and great possibilities of permanent peace on the basis of total disarmament leading to World peace, prosperity for the entire people of the world has arisen.

The Conference is going to be held on the back ground of a line of united struggles of 3,00,000 Tea plantation workers of West Bengal in 1955, 1958 and 1959 winning a number of demands on wage increase, bonus etc. All workers of all Unions, affiliated to all the Central Trade Unions have unitedly participated in those struggles. On the question of the consolidation and common demands of Wage increase to be placed before the Wage-Board, on the question of maintaining the employment ratio to the planted areas and against retrenchment & reduction in number of workers per acre of planted area, on the question of world peace etc, Conference will discuss & take decisions.

In view of the importance of the agenda of the Conference, the Executive Committee of the Union cordially invites you to attend our conference, advise the delegates and help to make the conference a success.

We hope you will find time to attend or send your representative to the conference.

In case you are unable to attend, it will be appreciated if you send your message.

Yours Fraternally,

D.P. Ghose

(D.P. Ghose)
Secretary.

Program:

21 st & 22nd April,
Delegates Session at Mugalkata T.E,
Banarhat.

23rd April, Open Session at Banarhat.

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April 16, 1960

Secretary,
Zilla Cha Bagan Workers Union,
Sramik Bhabwan,
P.O. MAL,
Dt. Jalpaiguri, W. Bengal

Dear Comrade,

We are glad to know from your letter that your 10th Annual Conference will be held on April 21 to 22 at Banarhat.

On behalf of the AITUC, we send you our fraternal greetings on this occasion and wish your conference all success.

The united struggle of the tea plantation workers in W. Bengal has helped to realise a number of important demands and has contributed in no small part to the major struggle of plantation workers throughout India for comprehensive wage revision and other benefits by the establishment of a Wage Board. We are sure the broad unity achieved in the past will be further strengthened and consolidated in the days to come. We hope your conference will give concrete leadership to the workers to act in defence of their interests.

With warm greetings,

Yours fraternally,

(Parvathi Krishnan), M.P.,
Vice President

11 APR 1960

" LONG LIVE WORKING CLASS UNITY "

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION
Chowk Bazar, Darjeeling.

4th. April, 1960.

To,

The Secretary,

..All India Trade Union Congress,

..4.. Ashok Road, New Delhi

Dear Friend,

We have the pleasure to inform you that the Ninth Annual Conference of our Union will be held on 29th. & 30th. April and 1st. May, 1960 at Darjeeling to discuss the ways and means to achieve the most reasonable and minimum demands of the tea workers at Darjeeling Hill region and to forge the highly essential working class unity for promoting united action for wage increase, bonus, better living standard, employment, trade union rights, peace, progress and happiness and against high prices, closures, retrenchment, attack on trade union rights, unemployment and war menace.

It is well-known to you that the workers in tea plantations throughout the North Bengal forged a strongest unity irrespective of their affiliation in preparation of united action for interim wage increase, setting up of a National Wage Board, employment, bonus, amendment to Standing Orders etc. in the month of August, 1959 and forced the Govt. and the employers to concede to these demands to some extent before the workers went on general strike. This unity has immensely inspired tea workers in the hill areas of the district of Darjeeling and they have been fighting for maintaining, consolidating and strengthening this unity.

We, therefore, feel it expedient to extend our cordial invitation to your organisation to send a fraternal message to our conference to inspire the workers in consolidating the unity in action.

Greetings.

Fraternal yours,

A. B. Bhatnagar

SECRETARY.

Darjeeling District Chia Kaman Mazdur Union.

276

April 16, 1960

Secretary,
Darjeeling District Chia Kaman
Mazdoor Union,
Chowk Bazar,
DARJEELING.

Dear Comrade,

Thank you for your letter of April 4,
on the forthcoming Ninth Annual Conference of
your union.

We send you our fraternal greetings
and good wishes for the success of your conference
and we hope your union will emerge ever more
stronger as a result of the deliberations
and decisions of the conference.

The tea plantation workers in Bengal
have provided a remarkable example in united
action in defence of their common interests
and the united struggle has resulted in no
small gains. We hope your union will adopt
further measures in order to strengthen this
urge for unity, which is so decisive in
realising the workers' demands for need-based
minimum wages and other amenities, through
a Wage Board.

With warm greetings,

Yours fraternally,

(Parvathi Krishnan), M.P.,
Vice President

11 APR 1960

THE TAMIL NAD PLANTATION WORKERS' UNION,
(Regd. No. 1491)

VALPARAI,
(Via) Pollachi

Ref. No. (C) 2691/57

4th April, 1960

The Commissioner of Labour,
Chepauk, Madras-5

Dear Sir,

Sub: Labour - Plantations - Disputes in
various unfairness of the Management
of Selaliparai Estate - Code of
Discipline - Contravention of - Re.

With reference to your letter No. A.3.38519/59 dated
8th March, 1960.

Demand No. 1: Sri Arogyaswamy: It is seen that the
Commissioner do agree the fact that there was an oral
Agreement. It is true that statutorily there is no provi-
sion to implement the Agreement. But this can of course
be settled if the dispute is referred for an adjudication.

Demand No. 2: M/s. Samuel and Thayammal: It is now
being contended that the worker was discharged on medical
reasons. In actual fact this was not the case. The above
workers, husband and wife, went on leave but had not returned
at the expiry of leave. They were immediately discharged by
the management. The procedural requirements under the
Standing Orders were not ~~xxx~~ followed. Hence it was after
a Conciliation before the Labour Officer decided to reinstate
them with continuity of service, but with no wages for the
period of forced unemployment. Copies of the relevant
papers are enclosed. From the above, it will be seen that
we have not mis-represented the facts.

While so, even if we take it as granted, workers dis-
charged on medical reasons ought to have been paid with
gratuity as per the so called Madras Agreement and this too
was not paid to the above worker.

In the circumstances, the dispute can have at least been
sent for adjudication to decide on merits.

Demand Nos. 3 & 4: There was conciliation and after a
matured discussion the management agreed to do something, and
only after ~~their~~ acceptance the Agreement was drafted. This
was helpful for the management to subsidise the labour unrest
for the time being. But they have subsequently gone back
to their own words. We intend bringing this sort of acts
of the management to the notice of the Government, and we
presume we have succeeded.

Demand No. 8: We wonder much to see the enquiry report
in this connection. I enclose herewith copies of communi-
cations received from the Labour Officer in this connection,
to substantiate our contentions.

Demand No. 12: It is rather surprising to note the
decisions arrived at in this connection. The Rulings now

given in this matter is against the provisions of Law and we re-produce herebelow Rule 45 (4) of the Madras Plantation Labour Rules, relevant in this connection:

"Rule 45 (4) of the Madras Plantation Labour Rules

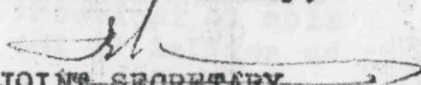
"4. The employer shall not deny to the public free access to those parts of the plantation where the workers are housed."

Also upto the year 1959, nobody was prevented to enter through the road and this has been done only recently. Further we note that the road is closed only for our access and it is kept opened for other Union people.

Hence we demand that the decisions arrived in this connection should be reconsidered.

Thanking you,

Yours faithfully,


JOINT SECRETARY

Jsa.

11 APR 1960

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THE TAMIL NAD PLANTATION WORKERS' UNION.
(Regd. No. 1491)

VALPARAI,
(Via) Pollachi

Ref. No. 3820/59

7th April, 1960

Shri V. P. Gupta,
Conciliation Officer (C),
T.U.V., 2/8 Hunter's Road,
Vepery, Madras-7

Dear Sir,

Sub: Tamil Nad Plantation Workers'
Union, Valparai - Verification
of Membership - Regarding

With reference to your letter No. D.O.M.168(16)(29)/60 dated 23rd March, 1960, I would like to submit the following:

1. It seems that the arrangement we had has been misunderstood.

2. We agreed to continue to verification on 16th at Coimbatore, but due to the reasons and the inability I have expressed to you, it was not possible for me to meet you on 16th March. It was also clearly understood between us, that in case if it was not possible to continue the verification on 16th March, it was to be taken out by the end of March, 1960.

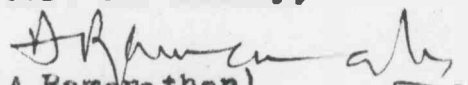
3. I had not requested for another opportunity. There was no question of giving second opportunity in the circumstances stated above. It was only a question of continuance of verification. So I have nothing but to request you to continue the verification to complete the same at an early date.

4. Even according to the instructions, two opportunities are to be made available for the trade unions and accordingly I would like to request you to make available the second opportunity, if not continuation of the verification as per first arrangement.

In the circumstances, in both ways, i.e., as continuation and as well as, as second opportunity the Union is entitled to the ~~verification~~ (continuation of) verification (till it is completed). We are however prepared to make available all the records at any place convenient to you.

Thanking you,

Yours faithfully,


(A. Ramathan)
GENERAL SECRETARY.

AR/Jsa.

APR 1960

C H A I B A G A N M A Z D O O R U N I O N

Com. General Secretary,
All India Trade Union Congress,
New Delhi.

1.4.60
Paltan Bazar,
Dehra Dun.

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Dear Sir,

Enclosed herewith please find copies of resolutions passed in the Annual Conference of the Union held on the 27th March 60 under the presidentship of Sri Gaurishankar, the outgoing President of the Union.

Hope you shall take necessary action on them.

T.V.R

Yours faithfully,

for General Secretary.

Resolutions passed :On Wage Board :

" The Annual Conference of the tea garden workers of District Dehra Dun expresses satisfaction that owing to the persistent agitation and movement of the plantation workers of the country the Government have after all agreed to a Wage Board for plantation workers . But the Conference is constrained to express grave anxiety at the inordinate delay being made in the actual formation of the Wage Board.

"Underlining the urgent necessity of the Wage Board, the Conference draws the attention of the Government to the extremely low wages of the Dehra Dun tea plantations workers, resulting in their present famished condition and to the fact that although the cost of living within these ten years has almost doubled, yet the wages of the tea garden workers, already most inadequate, has almost remained stationary and even gone down, owing to a number of traditional facilities having been curtailed by the employers.

" The Conference therefore urges upon the Government that the proposed Wage Board should be appointed and constituted and start its proceedings forthwith, so that the plantation workers may obtain the much needed relief at the earliest.

" The Conference also urges upon the Government to include a representative of the workers of the Dehra Dun plantations which are the sole plantations of the State of Uttar Pradesh and while proceeding for fixing a fair wage for the workers, hold sitting at Dehra Dun as well, so as to get first hand information about the conditions here and enable the workmen to represent their case properly."

On Plantation Labour Act :

"The Conference lodges its strong protest at the fact that although almost 9 years have passed since the Plantation Labour Act came into force in our country, yet this piece of legislation, obtained after a protracted struggle by the lacs of plantation workers, has not been fully and seriously enforced in our State.

"In the first place, even the very enforcement of certain provisions of the Act, including such a vital one as that pertaining to creches, has been officially postponed sine die and a result of this has been that a number of facilities related to these provisions -- facilities which existed before the Act -- have been curtailed by the employers. Secondly, taking shelter behind a distorted and entirely incorrect interpretation of the Act, certain other vital facilities like the age old 15 days sick leave have been axed by the Dehra Dun Tea Co. Ltd & the East Gope Town Co. Ltd. the biggest plantations. And thirdly, even those provisions which have been announced to be officially enforced are not being seriously done so. Provisions like medical aid, housing, rain coats etc. are not being enforced, the result being that conditions pertaining to these matters has become worse than what existed before the Act.

" The Conference thus notes with great anxiety an utter lack of will on the part of the authorities to enforce the Act and is of the opinion that the authorities of the Uttar Pradesh Government are succumbing to the pressures of the planters in this respect.

"The Conference wishes to convey to the said authorities the strong resentment that this policy of theirs is causing amongst the thousands of plantation workers in this district and demands that the Plantation Labour Act be enforced seriously and strictly in all respects forthwith. "

On Housing conditions :

"The Conference expresses great pain and anxiety at the appalling housing conditions of the plantation workers of the district

"The existing 'lines' which have housed three generations of the present occupants were never fit to lodge human beings, now, however, one would not venture even to house cattle in these ugly heaps of mud with falling walls and vanishing roofs.

"The workers had heaved a sigh of relief when the Plantation Labour Act came into existence and hoped that now at last they would get 'houses' fit for human beings in the place of 'lines', which the British planters had built ~~not~~ for the sub human 'coolies'. But all the hopes of the workers were shattered when they saw the manner in which the Uttar Pradesh Government tries to shelve the matter again and again. After great agitation, the workers got a Housing Advisory Committee formed as provided by the Act. One full year was taken up by its 'deliberations' wherein the Government draw too much towards the strong pull of the employers, turned a deaf ear to the genuine voice of the workers. However, the recommendations of this Committee are apparently not able to find the Government's favour, for about a year and a half have gone since these recommendations were submitted, but the acceptance and enforcement by the Government are nowhere in sight yet.

"The Conference can draw only one conclusion, therefore, viz. that the Government of Uttar Pradesh is rather too solicitous to the planters, who becoming emboldened, are not only refusing to build new houses as expressly provided in the Act, but are giving up the old practice of annual repairs of the old ones.

"The Conference again wishes to impress upon the Government of Uttar Pradesh that the plantation workers of Dehra Dun can no more reconcile themselves to these ruins of the hated 'lines' of the British planters and that there is tremendous unrest among them against the pro-employer policy of the Government in this respect.

"Therefore the Conference urges upon the Government to accept the recommendations of the Housing Advisory Committee forthwith and start the construction of new houses at the earliest."

On Mismanagement :

"The Conference expresses deep concern at the existing mismanagement in some of the plantations of the district, which is jeopardising the very existence of the industry and livelihood of thousands of workers employed for generations in it.

"This management has resulted in dire neglect of the plantations in some cases and in reckless working of them in others. Yet in some others the managerial expenditure is so top heavy as to deplete their resources.

"To cover up this mismanagement, the employers have raised a cry of 'crisis' in the tea industry of Dehra Dun and making use of this cry they even seek to get scrapped the various legislations concerning the workers like the Plantation Labour Act, the Minimum Wages Act etc.

"The Conference deprecates this false cry of crisis and demands that this state of mismanagement be ended. It demands that the Government should immediately enforce the Control and Regulation of Industries Act of the plantations, so that all those plantations which are badly managed may be taken over by the Government and run in the interest of the industry and the workers."

Resolutions passed

-3-

On the Destruction of the Plantations:

"The Conference views with great alarm at the gradually increasing process of the liquidation of the plantations by the owners within the last few years.

"The two plantations of Harbhajwala and Kuanwala have ~~xxxxxx~~ totally vanished from the map of Dehra Dun plantations and the plantations of Kowlagarh, Anafield and Walibagh, already more than half destroyed, are soon to go off the map.

"At the moment the process has been started in another plantations or two. In Ambari, specially, the owners have contracted out all the trees of shade for felling at a high price, so that it is clear, beyond doubt that the owner was made up his mind to uproot the tea itself very soon.

"This act of the owners has ~~xxxxxx~~ created an emergent situation before the vital tea industry as well as before the thousands of workers employed therein and has necessitated a determined struggle to put a stop to this assassination of the industry and the workers.

"The Conference urges upon the Government to stop this annihilation of the tea plantations forthwith and calls upon the plantation workers to get ready for resisting this with all their unity and might."

On Interim Increase in Wages and on Minimum Wages Committee :

"The Conference demands that pending the formation of the Wage Board and its final recommendations, and considering the exorbitant dearness in relation to the existent extremely meagre wages of the plantation workers and pending the publication of the report of the Uttar Pradesh ~~Committee~~ Minimum Wages Committee, an interim increase of 25% be immediately given in wages."

"The Conference also requests that the report of the Uttar Pradesh Minimum Wages Committee be published at the earliest."

On Bonus :

"The Conference notes with anxiety the growing attacks of the employers on bonus. The Conference wishes to reiterate that the bonus in Dehra Dun plantations have not so much been related to profit as to the need to supplement the extremely low wages of the workers, by paying them a small sum at the end of every year.

"The Conference demands that bonus should be paid to the workers in every plantation in adequate amount and in time."

On Discrimination and Victimization for Trade Union activity :

"The Conference notes with resentment the continuing attacks upon the legitimate trade union activity in the plantations. Specially during the last two years these attacks have passed the very limits and the repression of the planters, and wholesale wrongful dismissals of workers for trade union activities have set new records in the history of trade union movement in the district.

"Discrimination in all conceivable manners is shamelessly used against members of the unions of the red flag and chargesheeting on baseless allegations has become a matter of every day and a large number of workers ~~xxxxxx~~ have been turned out on false charges and after fake enquiries. The instance of Harbenswala is the most glaring in this respect and other plantations like Udiyabagh Raipur, M.

Resolutions passed :

-4-

Fipur, Malukawala and others are losing no time to ape it.

" Even when defeated at the Labour Courts and Tribunals, the management seeks to entangle the workers in long litigation by going to the High Court and even the awards of Voluntary arbitration are not honoured by them.

" The Conference strongly condemns these low tactics of the managements which are completely counter to the Code of Discipline and demands of them to honour the Code and to allow the workers to carry on their legitimate trade union activity; to recognise their truly representative unions in conformity with the Code of Discipline, to allow them to hold meetings at suitable places in the plantations and to provide them facilities like places and rooms for office of the union etc.

" The Conference urges upon the Government to enforce the Code of Discipline upon the managements, to enforce the various legislations like the Industrial Disputes Act, to compel the employers to desist from litigation and to honour voluntary arbitration and other awards and to solve disputes by mutual talks, settlements and by voluntary arbitration. The Conference also demands of the Government to prosecute those managements who fail to implement awards or settlements and to enforce awards promptly.

" The Conference expresses satisfaction and feels proud of the manner in which the plantation workers have withstood the fierce onslaught of the employers and congratulates the workers who have fallen a victim of the employers' zulum and borne it with heroism and fortitude. The Conference assures these workers that the workers shall not rest till their cause is vindicated.

" The Conference calls upon the workers further to strengthen their unity and organisation to meet and defeat the foul attacks of the employers."

On Trade Union Unity :

" The Conference is of the opinion that considering the increasing attacks by the employers upon the age old facilities of the workers; considering their persistent refusal to implement the various legislations and to give any increase in their wages; considering the efforts to annihilate the very plantations and considering the ruthless attacks upon the workers trade union rights the most urgent need today is a unity in action of all the trade unions in the plantations.

" The Conference is further of opinion that the need is to have one trade union of the Dehra Dun plantation workers and appeals to the other trade unions to agree to this, in the interest of the workers and the industry.

" The Conference notes that though the Chai Bagan Mazdoor Union has been making efforts in this direction, the other unions have spurned these efforts so far. The Conference again appeals to the other Unions and other workers to agree to joint action and formation of one trade union of all the estates in the district without regard to political affiliation etc.

" The Conference enjoins upon the Chai Bagan Mazdoor Union to continue its efforts in this direction."

On Dearness :

" The Conference expresses concern at the ever growing and unceasing rise in prices, specially of food grains.

" The plantation workers with their meagre incomes being the worst hit by this price rise have ever been in the forefront of the peoples struggle for food and price decrease. They were in the forefront in the heroic food struggle that swept over our State at the end of 1958 and many a worker courted jail. As a result, the

Resolutions passed :

-5-

Government was forced to grant some special quota of foodstuff for the plantation workers. But, the Conference regrets that even that is now discontinued and the workers are again thrown at the mercy of the food profiteer.

" The Conference, therefore, demands from the Government that the rising price spiral should be immediately stopped, enough foodgrains of eatable quality should be supplied to the workers and measures like agrarian reforms and State Trading should be undertaken forthwith to solve the food problem."

On the Visit of Chou En Lie :

" The Conference is heartened at the news of the forthcoming visit of the Premier of the Chinese Peoples Republic which has given a shattering blow to war mongers and fervently hopes that this visit shall go a long way in solving the border dispute and bettering relations between ~~the~~ our Country and China .

" This Conference condemns the decision of certain parties like the PSP and Jan Sangh to stage demonstration at the said visit as anti national and serving the interest of imperialists. The Conference hopes that the people shall completely dissociate from such acts."

On the Massacre of Africans in South Africa :

" The Conference is rudely shocked at the most inhuman and barbaric massacre of our brethren of Africa in their own homeland by the uncivilised rulers of South Africa. These barbarians are at present making desperate efforts to check the tide of the liberation movement of the African people.

" The Conference thinks that a time has come when these orgies of the South African tyrants should no more be tolerated by the civilized people of the world and some effective steps taken to put a stop to them.

" The Conference appeals to our Prime Minister, who has voiced the sentiments of the nation by his recent condemnation, to raise the matter in the coming meeting of the Commonwealth Prime Ministers."

On State Bank Strike :

" The Conference congratulates the 22,000 employees of the State Bank for their long and heroic struggle for their most just demands. The Conference is confident that their demands shall be soon met."

On the Executive Committee of the Union for 1960-61

" The Conference elects the following Executive Committee for 1960-61 and decides that Srimaji Parwati Krishnan be elected President thereof :

Sarvuri Ram Kishan, Hira Lal, Jagan Nath, Babu Lal, Ram Prasad, Ram Swarup, Gaurishankar, Binda Das, Kantu, Ram Charan, ShivPal, Mela Ram ~~xxx~~, Daulat and Brijendra Kumar. "

Zilla Oka Eagan Workers Union, Jalpaiguri.

Reg. No 2785.
H.O. Mal/P.O. Mal, Dt Jalpaiguri.

Ref. No F/T.E.27.

Dt. Mal the 23.5.60

To
Sri S.M. Bhattacharjya, I.A.S.
Chief Inspector of Plantations (under P.L. Act)

Sir,
This is to bring to your notice a flagrant violation of the P.L. Rules by the Manager Gendrapara T.E. Banarhat P.O. Dt Jalpaiguri. belonging to I.T.A.

That in the month of April the Manager of the said T.E. has demolished the thatched quarters of the following workers of the above T.E., though their cases of dismissals are pending before the Tribunal

Names of the workers-

1. Sri Lok Bahadur Sr Antarey.
2. Sri Jagat Bahadur Sr Antarey.
3. Sri Lal Bahadur Sr Antarey.

The same Manager of the same T.E. has further demolished the thatched quarters of the following workers, though their cases are pending before the Asst. Labour Commissioner for conciliation.

Names of the workers-

1. Sri Adhikery Sr Antarey.
2. Sri Jetha Rai Sr Antarey.

This action of the Manager is a clear breach of the Plantation Labour Rules 1956, West Bengal No 55 read with sub-rule (1v) which says as follows-

Rule 55" When a worker..... His services are terminated he or his family may retain the house upto the period as detailed below-

1v) In the case where discharge of a worker is disputed and the matter has been referred for conciliation or has been taken to an Industrial Tribunal or Court, for so long as the case is not finally disposed off!!

I therefore submit that you will take immediate legal procedure against the Manager on Charges of the breach of the P.L. Rules as stated above.

Name of the Establishment- Gendra Para T.E. P.O. Banarhat, Jalpaiguri.
Belonging to I.T.A. Gardens.

Name of the Company - Assam Doars Tea Co Ltd.
Agents- Messrs Duncan Bros & Co, Ltd, Calcutta.

Thanking you in anticipation,

Yours faithfully,
S. B. Basal Ghosh.
General Secretary.

Copy forwarded -
to A.I.T.U.E. for
favour of taking
necessary action

May 23, 1960

Dear Com.Parvathi,

Enclosing a letter from Punjab
STUC in reply to the questionnaire,
and also asking for guidance.

With greetings,

Yours fraternally,

Urm
(K.G.Sriwastava)

Encl:

**DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION**

(Affiliated to A. I. T. U. C.)

President :-Ratanlal Brahman
Gen. Secretary :-Ananda Prasad Pathak

CHOWK BAZAR.
DARJEELING.

Ref. No. TU/ 9-C/60/

276

Date 6th. May. 1960.

The Editor,
Trade Union Record,
New Delhi.

Dear Comrade,

Please find herewith a copy of the report of the Ninth Annual Conference of this Union for favour of publication in your esteemed paper.

With greetings.

Comradely yours,

Rajendra

NINTH CONFERENCE OF DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION

RESOLVES

- to forge strong working class unity and carry May Day Message to workers
- to fight for higher wages, guaranteed bonus, implementation of all provisions of Plantation Labour Act etc. etc.
- to support the demand of the people of Darjeeling for Regional Autonomy and recognition of Nepali language as Official language and for implementation of Development Plans for the upliftment of Darjeeling District.
- to fight against the "Black Bill" purporting to control assemblies and processions,

Lights illuminating in the huts decorated with red flags and coloured papers in tea gardens and in the midst of joyous, cheerful and resolute firmness, tea workers in this hill region of the district of Darjeeling enthusiastically celebrated the May Day and the concluding day of their Ninth Conference organised by Darjeeling District Chia Kaman Mazdur Union on 1st. May 1960 which began on 29th. April 1960 at Darjeeling town.

From early in the morning men and women workers in tea gardens assembled in processions and marched towards the town. Group processions carrying flags, fistcons, placards and shouting slogans emerged into a big procession and went round the main thoroughfare of the town and held rally at Chowk Bazar where the open session of the conference was organised.

Sri Ratanlal Brahman presided over the open session of the conference on 1st. May 1960. One after another speakers from different tea gardens explained the resolutions passed by the delegate session and Sri Bhadra Bahadur Hamal M.L.A. strongly urged the workers and the people of Darjeeling to forge strongest unity for the realisation of their legitimate demands. He explained the resolution passed by the conference supporting different demands of the people of Darjeeling and vehemently criticised the Government and the local authorities for their failure in supplying sufficient rice, water and fuel and lowering down ^{the} prices of food and other essential commodities.

Sri Satyendra Nayayan Mazumdar M.L.A. assured full support of tea garden workers and their organisation led by Darjeeling District Chia Kaman Mazdur Union for the just cause of Nepali language people for Regional Autonomy and recognition of Nepali language as official language for the Nepali-speaking people of three hill sub-divisions in the district of Darjeeling. He strongly criticised the Government for its anti-labour and pro-planters policy and demanded adequate measures for the upliftment of this totally neglected district. He also demanded to undo the injustice done to the Nepali people in 1951 Census.

Sri Rajendra Kumar Sinha read over the letters of greetings received from various local, national and international fraternal organisations.

Sri Ratanlal Brahman in the course of his presidential speech hailed the united action of tea workers in North Bengal last year in the month of August 1959 when they achieved their long felt demand for wage board, interim wage increase etc. and appealed them to further to consolidate their unity. He strongly denounced the activities of certain elements and some so-called leaders who ventured to demand the ~~in~~ ban on trade union organisations under the banner of red flag on the plea of Indo-China Border dispute and warned the people to keep themselves alert of such elements.

Thereafter the Session was terminated and the workers went back to their respective gardens enthusiastically carrying the message of MAY DAY.

DELEGATE SESSION:

The Conference began on 29.4.1960 at 3 P.M. by paying homage to martyrs and unfurling the Red Flag by Sri Ratanlal Brahman. 300 delegates attended the conference and of them 30 were women delegates.

A presidium consisting of Sri Ratanlal Brahman, Sri Bhadra Bahadur Nasal and Sri Satyendra Nayayan Mazumdar was elected to conduct the proceedings of the conference.

OPENING SPEECH:

Welcoming and greeting the delegates Sri Ratanlal Brahman, President of the Union called them to organize the workers in tea gardens to fight back the disruptive tactics of the employers and other elements by forging broad based working class unity and safeguard their own interest while fighting for the reconstruction of the country and for peace, progress and happiness. He appealed the delegates to seriously participate in the proceedings of the conference and chalk out the line of action for achieving most essential demands.

Sri Satyen Mazumdar warned the delegates to keep alert of the deceptive tactics of bourgeois and of the hoax of socialism preached by the Congress. He stated that the Congress Govt. could not solve any of the vital problems of the country as a whole and of the toiling masses through 2nd. Five year Plans. He appealed the delegates to infuse the class consciousness among the workers and fight back the anti-people policy of the Government.

GREETINGS AND MESSAGES:

Sri T.S. Gurung, General Secretary, Darjeeling Municipal Karmachari Union and Darjeeling Automobile Workers' Union; Sri Kewaldas, President Darjeeling District Leather Workers' Union; Sri Dev Prasad Ghosh, Secretary, Zilla Cha Bagan Workers' Union, Mal, Jalpaiguri; Sri Babulal Zilla Cha Bagan Workers' Union; Sri G.S. Mukherjee, Howrah Chatkal Mazdur Union; Sri S.K. DasGupta, Secretary, Darjeeling Mercantile Employees Union; Sri Jagabir Chhetri, Vice-President, Darjeeling Mahakum Kisan Sabha; personally congratulated and greeted the delegates and wished the success of the Conference.

Sri Rajendra Kumar Sinha read over the message of good wishes and great success of the conference received from the following fraternal organisations:-

- (i) Presidium, Central Committee, Agricultural and Forestry Workers' Union, Bucharest.
- (ii) National Committee, Agricultural and Forestry Workers' Union Trade Union, China.
- (iii) Sarbapuri Indonesia Plantations Workers' Union, Djakarta.
- (iv) All Ceylon Toddy Workers Union, Ceylon.
- (v) United Beedi Workers' Union, Ceylon.
- (vi) All India Trade Union Congress, New Delhi.
- (vii) All India Bank Employees' Association, Delhi.
- (viii) Delhi State Bank Employees Federation.
- (ix) Bengal Motion Picture Employees Union
- (x) Bengal Natives Calcutta Tramway Workers Union.
- (xi) Darjeeling District Co-ordination Committee of West Bengal Govt. Employees Association.

SECRETARY'S REPORT:

Then the Secretary Sri Ananda Prasad Pathak presented the Annual Report of the union whereby he discussed the growing influence and strength of peace camp and socialism led by the working class vis-a-vis the growing declination of imperialist stronghold. Describing the role being played by the working class in India in National reconstruction as in defending their own rights and in supporting the struggle of other people, he said that the workers in tea gardens in this area also have

have changed their outlook and they have been realising the need for having national outlook. He describe the significance of United action of tea workers throughout North Bengal in preparation of general strike last year in the month of August which was a glaring example of changing outlook. The very preparation of strike compelled the Government and the employers to concede to the demands of tea workers for settling setting up of a wage board, interim wage increase etc. He thanked the workers for their heroic struggle last year in the month of August-September in support of food movement of the people of West Bengal when satyagrah movement was launched for the first time in the history of Darjeeling hill areas.

In this report, the Secretary, discussed various achievements derived through the untiring efforts of the union and he deplored the role of some of the rival leaders of the rival unions in betraying the cause of working class for their selfinterest and he called on the delegates to be vigilant against disunion and fight for unity.

He explained as to how the strength of the union was growing day by day and called upon the delegates to strengthen their organisation by enrolling thousands of ~~members~~ membership, by practising democratic functioning of the union and by spreading the activities of the union in all spheres of life for social and moral upliftment of the workers along with the struggle for economical and political rights and demands

Many worker delegates from tea garden participated in the discussion and the Report and the Annual Account of the Union was unanimously passed.

:RESOLUTIONS:

The following resolutions were unanimously passed in the conference:

- (i) Desiring the success of the Summit Conference.
- (ii) Condemning apartheid policy of the Government of Africa and supporting the struggle of African people for their freedom from the yoke of imperialist.
- (iii) Demanding checking of accounts of tea estates by Govt. of those planters who plead financial alibi in meeting the demands of workers, demanding taking over of tea gardens threatened with closure or of mismanaged, demanding nationalisation of tea industry and immediate implementation of moderate recommendations of the Plantation Enquiry Committee.
- (iv) Demanding inclusion of the representatives of BITUC in the proposed Wage Board, inclusion of the representatives of this Union in the Unemployment Committee for tea gardens and Labour Welfare Advisory Committees.
- (v) Demanding wages of workers of tea gardens in Darjeeling Hill areas at par with the wages of tea workers in Doers, Terai ; demanding abolition of Hattabahar (eviction) in tea gardens by legislation ; demanding declaration of 1st. May every year as paid holidays for the workers ; demanding implementation of all provisions of the Plantation Labour Act ; demanding minimum guaranteed bonus ; demanding amendments to Standing Orders and gratuity and pensions for tea workers.
- (vi) Urging Tea Board to construct a T.B. Hospital for tea workers in Darjeeling Hill areas, hostels for the students coming from tea gardens, formation of a Committee to properly utilise the grant for sports etc.
- (vii) Supporting the movement of peasants for land etc. and urging the Government to bring down the prices of food and other essential commodities.
- (viii) ~~Supporting the~~ Supporting the demands of the people of Darjeeling for regional autonomy, recognition of Nepali as official language in three hill sub-divisions of the district restoration of 25% hill allowance for Govt. employees, change

change of service conduct rules, setting up of a T.B. Hospital, setting up of a residential University, setting up of a stadium etc.

New Executive Committee.

The new Executive Committee consisting of 35 members was unanimously elected with Sri. Katanlal Brahma as President, Sri Anandra Bahadur Hamal, MIA and Sri Satyen Hazumdar MIA as Vice-Presidents and Sri Ananda Prasad Pathak as its General Secretary.

Concluding speech

Reviewing the entire proceedings of the conference Sri. Anandra Bahadur Hamal thanked the delegator for making this conference a success and appealed to go back to their respective units with the message ~~of~~ of unity. He called upon the delegates to observe May Day in a befitting manner and enrol thousands of membership in the hill areas of Darjeeling district by the end of May, 1960.

Other features

In the night of ~~30-4-60~~ 30-4-60 vocal song competition was organised. Many workers, especially young women workers, participated in the competition and sang the songs of their struggles for better life. Prizes were distributed to those competitors who obtained 1st., 2nd. and 3rd. places in song competition and for better organisation on area basis and for the highest collection of Press Fund for Agradoot (local language organ).

**DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION**

(Affiliated to A. I. T. U. C.)

President — Ratana! Brahman
Gen. Secretary — Ananda Prasad PathakCHOWK BAZAR.
DARJEELING.

Ref. No. TU/ L-3/60

Date 13th June, 1960.

The Manager,
Liza Hill Tea Estate,
P.O. Marybong,
Darjeeling.

STRIKE NOTICE.

Take Notice that the workmen of Liza Hill Tea Estate have decided to go on strike on and from the 27th June 1960 for the reasons and the demands as incorporated in the resolution (attached) passed unanimously in the general meeting of the workmen held on the 11th June 1960 at Liza Hill Tea Estate.

This is for your information and necessary action.

Abhaya
SECRETARY,

Darjeeling District Chia Kaman Mazdur Union.

Copy to :

1. The Asst. Labour Commissioner, Darjeeling.
2. The Labour Officer (Plantation), Darjeeling.
3. The Regional Inspector of Factories, Jalpai
4. The Regional Provident Fund Commissioner

*Sp. Secy, AITUC,
New Delhi*

RESOLUTION.

The following resolution was unanimously passed in the general meeting of the workmen of Liza Hill Tea Estate held on the 11th June 1960 under the presidentship of Sri Khambay Rai :

"While condemning the callous attitude of the Company towards the implementation of the terms of agreement and settlement signed on 27th July 1959 at the office of the Assistant Labour Commissioner Darjeeling in presence of the conciliation officer, this meeting unanimously decides to go on general strike on and from 27th June 1960. The Company has not only breached the terms of agreement but it has also violated the Code of Discipline and the provision of the law. All attempts to settle these disputes amicably and get the agreement implemented failed due to non-conciliatory attitude of the Company. Under these circumstances, there is no way left out but to go on strike on and from 27th June 1960. It is, therefore, resolved that a general strike be launched on and from 27th June 1960 in protest against the non-implementation and violation of terms of agreement and for the realisation of the following demands:

1. Arrears of the revised minimum wages for the month of October 1959 be paid to the workers immediately.
2. Arrears of the increased salary for the months of October, November and December, 1959 be paid to the staff immediately.
3. Arrears of the previous increment on the salary of the staff upto June 1959 be paid immediately.
4. Arrears of the salary of tea makers for the period from July 1955 to March 1960 be paid immediately.
5. Arrangement for the distribution of Account Slips of Provident Fund and the payment of accumulated amount to the nominees of the deceased members and to other ex-members who left the service of the Company long before, be made immediately.
6. Not a single Pucca House has yet been constructed according to the specification as laid down under the provision of the Plantation Labour Act. Hence construction of adequate number of such houses according to the specification be made forthwith.
7. Pucca latrines be constructed atonce as per agreement signed on 27th July 1959.
8. Appointment of a qualified doctor and adequate arrangement of medical facilities including sufficient medicines in the stock be made atonce.
9. Appointment of one more teacher as per assurance given by the Managing Director and increment of the salary of the present teachers be made atonce.

10. Arrangement for sufficient light in the Factory be made at once.

11. Necessary galvanized iron pipe lines be laid according to the terms of agreement signed on 27th July 1959.

12. Vacancies caused by death and matrimonial changeover and other reasons be filled in from among the persons residing in the garden.

13. Irregularity in distribution of weekly ration, wages and salary of the staff be removed.

"This meeting resolves to request the Secretary, Darjeeling District Chha Kaman Mazdur Union to serve the strike notice on the management of Liza Hill Tea Estate forthwith.

"This meeting further calls upon the workmen to go on strike on and from the 27th June 1960 to get the above demands fulfilled.

Sd/- KHAMBAY RAI,
President of the Meeting."

.....

June 21, 1960

Secretary,
Darjeeling Dt. Chia Kaman Mazdoor Union,
Chowk Bazar,
DARJEELING.

Dear Comrade,

We have received your letter of 13th
June 1960 and the strike notice served on the
Liza Hill Tea Estate.

In this connection, we would like to inquire
if you have reported the breach of the agreement
to the State level Evaluation and Implementation
Committee. If you have not done so, you may
do it now and a copy of the strike notice may
be sent to them as well as to the Evaluation and
Implementation Division, Ministry of Labour and
Employment, New Delhi.

With greetings,

Yours fraternally,

Utho
(K.G. Sriwastava)
Secretary

Cards Sent to Plantation Unions
instructed by Com. Panvathi

June 13, 1960

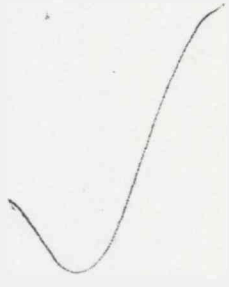
Dear Comrade,

27

The meeting of representatives of plantation workers unions scheduled to be held on June 18 and 19, 1960 has been postponed. ~~Refreshed~~ We will write to you again regarding fresh dates and venue of the meeting.

Yours fraternally,

Office Secretary



20

16. 6. 60
Chikmagalur

18 JUN 1960

Dear Comrade,

we are in receipt of your letter dated 13th June informing us of the postponement of the preparatory meeting of plantation workers unions. But we are surprised because we never knew that the meeting was fixed for 18th.

Therefore, it would be better if we are informed by telegram the dates and venue of the next meeting. Otherwise it is likely that we may not get the information in time and it may be possible for us to send our representatives consequently. Normally it takes 3 days for a letter to reach here from Delhi.

We hope you will please note this request.

With greetings,

Yours fraternally,

Karnatak Provincial Plantation
Workers' Union, Regd. No. 148
CHIKMAGALUR.

M.V. Bhaskar
16/6/60
Secretary,

I think we send
this letter with
Pl. check of
18/6

POST CARD

ADDRESS ONLY

276



Secretary

A. I. T. U. C.

4, Ashok Road

New Delhi

- 1) Tamilnad Plantation Workers Union, Valparai
- 2) Coorg Dt. Estate Workers Union, Mercara
- 3) Karnatak Provl. Plantation W.U., Chickmagalore
- 4) P. Shankar, Wynad

URGENT

June 16, 1960

Dear Comrade,

In connection with the representation of workers' organizations on the three Wage Boards for (a) Tea (b) Coffee (c) Rubber, &c. plantations, the Government has asked us to give our membership separately in the three groups of plantations as on 31.3.1959.

We would therefore request you to let us know the composition of membership in your Union, i.e., how many members from tea estates, coffee estates or rubber estates, separately.

Since the information is required urgently, you are requested to reply us by return of post.

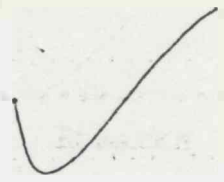
With greetings,

Yours fraternally,

(K. G. Sriwastava)
Secretary

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Unions affiliated to AITUC
in TEA PLANTATIONS



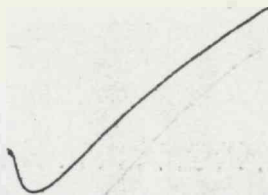
S. No.	Name and address of union	State	Sl. No. in claimed list	Remarks
1	Chah Mazdoor Union P.O.Rehabari	ASSAM	1	
2	Aksam Chah Karmi Sangh Naharkatia	"	2	
3	Akhil Bharatiya Chah Mazdoor Union, Rangapara	"	3	
4	Chah Mazdoor Union Borbheta, Rengapara	"	4	
5	Darjeeling Dist. Chia Kaman Mazdoor Union, Darjeeling	W. BENGAL	1	
6	Zilla Chabagan Workers Union, P.O. Mal	"	2	
7	Tamilnad Plantation Workers Union, Valparai	MADRAS	2	Membership in tea gardens approx. 10000 out of total membership of 12500
8	Plantation Labour Asso- ciation, Coonoor	"	3	
9	Chai Bagan Mazdoor Union, Dehra Dun	UTTAR PRADESH	1	
10	Kangra Chai Mazdoor Union, Palampur	PUNJAB	1	
11	Ernad Taluk Plantation Labour Union, Kalikavu	KERALA	10	Membership in tea gardens 250 out of total 1387
12	Wynad Estates Labour Union, Meppadi	KERALA	12	Membership in tea gardens 1650 out of total 3441
13	North Vynad Estate Labour Union, Mannantoddy	KERALA	1	Membership in tea gardens 1200 out of total 1840
14	Valluvanad Taluk Plan- tation Workers Union, Pattambi	KERALA	20	Membership in tea gardens 200 out of total 650
15	Pathanamthitta Plantation Labour Union, Pathanamthitta	"	21	Membership in tea gardens 300 out of total 1011
16	Ranni Plantation Workers' Union, R. Perinad	"	16	Membership in tea gardens 454 out of total 1354

CONTD.

Sl. No.	Name and address of union	State	Sl.No. in claimed list	Remarks
17	Kunnathur Thottam Thozhilali Union, Elamanoor	KERALA	6	Membership in tea gardens 230 out of total 930
18	Thenmalai Valley Estate Workers Union, Kalthuruthy Market	"	4	Membership in coffee plantations is 285 out of 3123 Membership in tea gardens 350 out of total 3123
19	Pathanapuram Taluk Plantation Labour Union, Punalur	"	29	Membership in coffee 300 Membership in tea gardens 351 out of total 1201
20	Nedumangad Taluk Estates Workers Thottam Thozhilali Union, Nedumangad	"	15	Membership in tea gardens 460 out of total 1500
4	Mamilnad Plantation Workers Union, Valparai	KERALA	7	Membership in coffee estates 205 out of total 12,300
5	Wynad Estates Labour Union, Beppadi	KERALA	12	Membership in coffee estates 1791 out of total 3441
6	North Wynad Estate Labour Union, Manvettady	"	1	Membership in coffee estates 640 out of total 1262

Unions affiliated to AITUC

in COFFEE PLANTATIONS



S.No.	Name and address of union	State	S.No. in claimed list	Remarks
1	Coorg Dist. Estate Workers Union, Mercara	MYSORE	1	Membership in coffee plantations is 3,285 out of total 3,930
2	S.K.Coffee, Cardamum and Allied Labour Union, Mangalore	"	2	Membership in coffee 300 out of total 688
3	Karnatak Provincial Plantation Workers Union, Chikmagalore	"	3	Membership in coffee estates 2,953 out of total 3653
4	Tamilnad Plantation Workers Union, Valparai	MADRAS	2	Membership in coffee estates 2000 out of total 12,500
5	Wynad Estates Labour Union, Meppadi	KERALA	12	Membership in coffee estates 1791 out of total 3441
6	North Wynad Estate Labour Union, Manantoddy	"	1	Membership in coffee estates 640 out of total 1762
11	High Range Estate Labour Union, Mandakayam	KERALA	11	
12	Thiruvalla Taluk Rubber Estate Workers Union, Thiruvalla	KERALA		
13	Thottayam Taluk Thottayam Thozhilali Union, Thottayam	KERALA	20	
14	Puthanarthitta Plantation Labour Union, Puthanarthitta	KERALA	3	Membership in rubber estates 221 out of total 1021
15	Bundi Plantation Labour Union, Bundi	KERALA		
16	Kannur Taluk Labour Union, Kannur	KERALA		

Unions affiliated to AITUC
in RUBBER PLANTATIONS

S. No.	Name and address of Union	State	S.No. in claimed list	Remarks
1	Kurumbranad Taluk Estate Workers Union, Kevilumpara	KERALA	24	
2	Ernad Taluk Plantation Labour Union, Kalikavu	"	10	Membership in rubber estates 1137 out of total 1387
3	Kozhikode Taluk Estate Workers Union, Mukkam	"	7	
4	Chingalayi Thottam Thozhilali Union, Chingalayi	"	3	
5	Hosdurg Taluk Estate Workers Union, Cheruvathoor	KERALA	17	
6	Vadacancherry Rubber Workers Union, Vadacancherry	KERALA	19	
7	Malankara Thottam Thozhilali Union, Thodupuzha	KERALA	14	
8	Kaliar Thottam Thozhilali Union, Thodupuzha	KERALA	5	
9	Valuvanad Taluk Plantation Workers Union, Pattambi	KERALA	20	Membership in rubber estates 350 out of total 650
10	Palghat Taluk Rubber Estate Workers Union, Wadacancherry	KERALA	9	
11	High Range Estate Employees Union, Mundakayam	KERALA	11	
12	Thiruvalla Taluk Rubber Estate Workers Union, Thiruvalla	KERALA	25	
13	Kottayam Taluk Thottam Thozhilali Union, Kottayam	KERALA	28	
14	Pathanamthitta Plantation Labour Union, Pathanamthitta	KERALA	21	Membership in rubber estates 711 out of total 1011
15	Ranni Plantation Workers Union, R. Perinad	KERALA	16	Membership in rubber estates 900 754 out of total 1354
16	Kunnathur Thottam Thozhilali Union, Elamanoor	KERALA	6	Membership in rubber estates 700 out of total 930
17	Thenmala Valley Estate Workers Union, Kalthuruthy Market	KERALA	4	Membership in rubber estates 2773 out of total 3123

CONTD.

S. No.	Name and address of Union	State	Sl.No. in claimed list	Remarks
18	Kulathupuzha Estate Workers Union, Kulathupuzha	KERALA	2	
19	Pathanapuram Taluk Plantation Labour Union, Punalur	KERALA	29	Membership in rubber estates 850 out of total 1201
20	Nedumangad Taluk Estates Employers Thottam Thozhilali Union, Nedumangad	KERALA	15	Membership in rubber estates 1040 out of total 1500
21	Kerala Union Plantation Workers Union, Hardipet	KERALA	13	
22	Kerala Rubber Estate Thozhilali Union, Kerala Estate P.O.	KERALA	22	
23	Malayalam Plantation Workers Union, Meppadi	KERALA	23	
24	Kottayam Thaluk Rubber Estate Workers Union, Kottayam	KERALA	26	
25	Thrikkakara Estate Workers Union, Thrikkakara	KERALA	27	
26	Coorg Dist. Estate Workers Union, Mercara	MYSORE	1	Membership in rubber estates 245 out of total 3930
27	Karnatak Provincial Plantation Workers Union, Chickmagalore	MYSORE	3	Membership in rubber estates 700 out of total 3653.
28	Tamilnad Plantation Workers Union, Valparai	MADRAS	2	Membership in rubber estates 500 out of total of 12500.
29	Tamilnad Estate Workers Union, Kulasekharam	MADRAS	4	

June 25, 1960

Dear Com.Parvathi,

Enclosed is a reply to questionnaire received from the Kozhikode Taluk Estate Workers Union, Mookkam.

With greetings,

Yours fraternally,

me
(K.G.Sriwastava)

Encl:

77 JUN 1960

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T THE TAMIL NAD PLANTATION WORKERS' UNION.
(Regd. No. 1491)

VALPARAI,
(Via) Pollachi

Ref. No. (A) 2351/59

6th June, 1960

The District Collector,
Coimbatore District,
Coimbatore

Dear Sir,

Sub: Belaliparai Estate - Refusal to enter in
vehicles - Regarding

We beg to bring to your kind notice the following for necessary actions and orders.

We are to inform that Belaliparai is an estate, having two divisions. First division of the estate is linked with the Valparai Main Road, by their estate road. We can go through this road to other estates nearby and also to first division. This road is prohibited for vehicular traffic in either end. Hence there is no possibility to access the workers' quarters.

The management do allow certain people to cross through the road and others akin to us are refused with entering the division.

The road was kept widely opened for years together and until the year 1957, we were crossing through the road without hindrance. The management has fitted a gate at the entrance in the middle of 1958, and thereafter they have posted a watchman. He was obliged to open the gate, and give room for us to go in our car for regular trade union works, in the early days on instruction from the management and this has now ceased to be. We learn that the estate workers also are not allowed to go by the road in cycles even.

The management has been pursuing this policy, which is much troublesome one for all concerned. We are to report that all the estate managers are allowed to go in their car and motor cycles. Also the local IATUC union people are all allowed to go without hindrance. The management has been acting in contrary to Rule 45 (4) of the Madras Plantation Labour Rules, which is reproduced herebelow for your kind informations

"Rule 45 (4) of the Madras Plantation Labour Rules:

The employer shall not deny to the public free access to those parts of the plantation where the workers are housed."

Various atrocities and unfairness are pursued here in this gate and I was subjected to physical violence by the Gate watchman. I have submitted reports in this connection to the Inspector of Plantations and local Police and so far it is pending. I beg to enclose herewith the copy of my reports for your kind perusal.

We therefore request you to be good enough to enquire into the matter and order to remove the gate and oblige.

Thanking you,

Yours faithfully,


JOINT SECRETARY

Jaa.

cc. The Commissioner, of Labour, Madras-5
The Chief Inspector of Plantations, Madras-6

KARNATAKA PROVINCIAL
PLANTATION WORKERS' UNION.

(AFFILIATED WITH A. I. T. U. C.)

President : M. C. NARASIMHAN. M.L.A.

Secretary : M. V. BHASKAR.

MAHATMA GANDHI ROAD.

CHIKMAGALUR.

Ref. No. KPL - 104-1960/61.

Date 25th July, 1960.

276

Comrade. J. A. Dange,
General Secretary,
All India Trade Union Congress, NEW-DEHRI.

Dear Comrade,

Our union is organising the plantation workers in Hassan and Chikmagalur districts of our state. The plantations are located in a wide territory covering six taluks. Nearly one lakh of workers are engaged in this industry in these two districts.

Prior to 1956 the entire mass of workers were totally unorganised. By and large the workers were unaware of their elementary rights and were very backward in their political and trade union consciousness. Further, even the general political movement in these two districts was very weak and even now these hilly districts are known for their backwardness in every way.

Our union was started with this as background in the year 1956. The development of the union has been very slow and from the beginning has faced extremely difficult conditions.

In spite of the initial difficulties and inertia on the part of the workers, the union was growing in strength and during the end of 1953 and the first five months of 1959 the union campaigned vigorously and roused the workers for wage increase and bonus. In fact in the month of March, 1959 nearly 20 thousand workers responded to a one day strike call given by our union for securing bonus for the years 1957-58 and 1958-59.

In this period our union functionaries had to face many criminal cases and in the month of March, 1959 in the most active area our vice-president Com. J.M. John and three more workers were charged with murder and arrested. This was a great set-back to our union.

More than six months were wasted in defending these cases. In these six months the union activities were almost stagnant. Just when there was great need to consolidate our work and enrol a large number of members we had to waste our energies in fighting these cases.

The union was put to great difficulty and expense. But we ~~own~~ all the cases. Now we are again engaged in building up our organization.

But, in this task we are facing severe handicaps. Our financial difficulties are worsened by the expense we were forced to incur in fighting cases. The income of the union is hardly sufficient to meet the union expenses.

Our problems can be solved only if we can enrol large ~~number~~ number of members. It is possible to do this provided we have certain facilities. Our progress depends mainly on the mobility of our leading cadres.

As we have stated early the area to cover is very large. But we have to frequently visit the estates. If we depend entirely on public conveyance it will be impossible to do effective work. We have great need of two vehicles (preferably Motor Cycles) to do our work effectively and solve financial and other organizational problems. This task is more urgent because the I.N.T.U.C. which was hitherto not very active has decided to organise in a big way.

KARNATAKA PROVINCIAL
PLANTATION WORKERS' UNION.

(AFFILIATED WITH A. I. T. U. C.)

President : M. C. NARASIMHAN. M.L.A.

Secretary : M. V. BHASKAR.

MAHATMA GANDHI ROAD,
CHIKMAGALUR

Ref. No.

-3-

Date

Our president Com. M.C. Narasimhan MLA is aware of these difficulties and he had promised us to move this matter with you. He told us 4 months back that he had discursed with you and that assurances were given to him that it would be possible to give us help to buy onenew Motor Cycle.

But so far nothing concrete has materialised. We are very badly in need of this help now, and if we can get it within a month it will be very timely. Com. M.C. Narasimhan MLA tells us that he wrote several letters to the A.I.T.U.C. central office and that he has not received any reply.

We have briefly narrated our difficulties to you directly in the hope that we will be able to secure this minimum help without any delay. May we expect an early response from you.

With Respectful Greetings,

Yours Fraternally,

M.V. Bhaskar
SECRETARY.

JUL 1960

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION

(Affiliated to A. I. T. U. C.)

President — Ratanlal Brahman
Gen. Secretary — Ananda Prasad Pathak

CHOWK BAZAR,
DARJEELING.

Ref. No. TU/ AV-18/60/S33

Date 5th. July, 1960.

The Manager,
Avongrove Tea Estate,
P.O. Nagri Spur,
Darjeeling.

STRIKE NOTICE.

Take Notice that the workmen of Avongrove Tea Estate have decided to go on strike on and from the 19th July 1960 for the reasons and the demands mentioned hereinbelow :

That, inspite of our repeated representations to settle all disputes mutually and amicably you have failed to concede to the most minimum and reasonable demands of the workmen of Avongrove Tea Estate. Instead of coming forward with acceptable and reasonable proposals for the settlement of all these disputes you have been pursuing the policy of imposing your whims without having any regard for the provisions of law and our co-operative attitude. All these grievances and reasons accumulated together have compelled the workmen to adopt this course of action. It is hoped that you would come forward with reasonable and concrete proposals to settle these grievances before 19th July 1960 :

Charter of demands :

1. Confirmation of the services of 73 permanent workers, without any break of their services, whom you have reverted to casual or temporary workers.
2. Immediate withdrawal of Bigha system of working in Plucking and introduction of task system as was prevalent before 1st June 1960.
3. Immediate supply of firewood to all workmen according to the terms of agreement.
4. The rate of salary of Tea Makers be increased in view of the increment of daily wages of labourers and the salary of tea makers in other gardens.
5. Pucca Houses should be constructed according to the Plantation Labour Housing Scheme.
6. Account slips of the Provident Fund be supplied to all contributors and the accumulated amount of the Provident Fund be refunded to the rightful claimants according to the provisions of the law.
7. Arrangement for supplying 1 lb. of manufactured tea per worker per month should be made.

8. ... P.T.O.

PAGE TWO

8. Vacancies caused by death and other reasons should be filled in from among the deserving and distressing families.

9. Arrangement for regular and timely supply of ration and distribution of wages and salaries should be made.

This is for your information and necessary action.

Abanindranath
SECRETARY,

Darjeeling District Chis Kaman Masdur Union.

Copy to :

1. The Asstt. Labour Commissioner, Darjeeling.
2. The Labour Officer (Plantation), Darjeeling.
3. The Regional Provident Fund Commissioner, W.B., Calcutta.
4. The Proprietor, Avongrove T.E., Mooljee Sicks Co., 51 Ezra Street,
5. The Secretary, All India Trade Union Congress, Calcutta.
6. The Secretary, West Bengal Committee, AITUC.

S33(v) ✓

THE TAMIL NAD PLANTATION WORKERS' UNION,
(Regd. No. 1491)

VALPARAI,
(Via) Pollachi

Ref. No. (C) 2691/57

13th July, 1959.

The Commissioner of Labour,
Chepauk,
Madras - 5.

Dear Sir,

Sub: Labour - Plantations - Anamallais -
Selaliparai Estate - Various un-
fairness of the management - Reported -
Code of Discipline - Contravention of -
Regarding.

The management of Selaliparai Estate has been exercising various unfairness and we bring the all to the notice for necessary actions.

1. Agreements - non-implementation of :

Sri. Arkiyasamy: The worker was working in the Hospital for more than 14 years without complaints. He was an active trade union worker and this was not at all liked by the management. Hence as a measure of victimization, the management has transferred the worker to field work as an ordinary worker.

Since the worker was not accustomed with the nature of work in the field and as the management has in such cases previously offered work of Kole-Maistry in the field, the certain other workers it was represented to offer such work.

This was not obtained. There was negotiations took place and as a result the management offered him the work of watchman. Then it was raised before the Labour Officer and at that time, the Manager has accepted to take the worker back in the estate hospital as a nursing orderly and until that time, it was further agreed to offer him watchman work. But this was not signed by both the parties.

As soon as the present Manager assumed the changes of the estate he started creating troubles and he immediately has transferred the worker Sri. Arkiyasamy to field works. There was negotiations and discussions and we regret to note that the management has refused to honour the referred agreement made before the Labour Officer, with the result the worker is remaining unemployed since 4-6-1956.

2. M/S. Samuel and Thayammal: The management has arbitrarily discharged 4 workers without proper procedure. This was disputed and on an enquiry by the Labour Officer on 13-11-1957 they have accepted to reinstate all of them. Accordingly one of them was reinstated and the above were refused with employment. Both the above are a family and they were not reinstated on the plea that they are medically unfit. This has been in contrary to their own acceptance. Due to the non-implementation of the above, both the referred workers are till date remaining unemployed.

3. The Union has put forth certain demands and they were all taken to conciliation by the Labour Officer on 29th and 30th May, 1957 and as a result the management has agreed to concede with some of them and on the basis a Memorandum of settlement was drawn. The manager has informed that he will sign, but has not carried out his own words.

4. Similarly on 26-6-1958 there was a conciliation by the Labour Officer took place and at that time certain issues were discussed and a Memorandum of settlement was drawn. This also was not signed by the Manager.

5. It was on 1-7-1958 the Labour Officer has fixed for an enquiry and at that time the Manager has misinformed the Labour Officer, as if he may not be in estate and has adjournment. In spite of the fact he was in station.

6. Against the entire wishes of the estate workers the management has all of a sudden without any reasons have shifted a Tea Shop to a distant place, causing much inconvenience to the workers.

7. The manager has very often been transferring workers from field to field and from work to work.

8. The Manager himself has agreed to certain demands of this Union to the Labour Officer and the same was communicated to us on 31-8-1958. But so far, even after 10 months have elapsed, we regret to report that the Manager has not implemented the same in deeds.

9. The Manager is refusing to receive representation from workers as well as Unions. Even the estate workers are to make representations through postal services.

A representation from the works Committee Members was returned to the sender without proper reasons, and we note that it was travelling post Office more than one day.

10. Discrimination shown at the time of Registration

The Manager himself has accepted certain principles, in that preference was assured to the married wives, grown up children, etc., in a works Committee Meeting. But in contrary to the same he has registered only out siders. This has created much unpleasentness amidst the workers and there was troubles in successive occasions. Whereas the manager has registered certain out-siders, he is refusing to register some of those who are expected registration according to their assured preference whose case are still pending.

11. Workers are taken to employment and they are paid wages according to their work. But in contrary to the practises the management has paid lesser wages to certain workers on the plea of age under the Plantation Labour Act. We note that the referred workers were in the previous year paid with wages of I and II Grades and this was reduced to II and III respectively.

12. The management fitted a gate at the entrance and Cars, Cycles, etc., are being refused to go through. We are to point out that this estate alone wants to create this practices with the result much troubles an created. The management's action is in contrary to the Plantation Labour Act.

In view of the above referred unfairness much averse is shown and is developing. These acts are being exercised in contrary to the well accepted Code of discipline. Hence we request you to enquire into the matter and do the needful early,

Thanking you,

Yours faithfully,

(Sd) J. S. Albert
JOINT SECRETARY.

CC. The General Manager,
A.A.D.T. Co., Ltd., Kunnar - In further to my letter
dated 17-6-1958.

A/P.

From

Sri. T.N.Lakshminarayanan, I.A.S.,
Commissioner of Labour and
Director of Employment,
Madras.

To

The Secretary,
Tamilnad plantation Workers Union,
Valparai.

Sir,

Sub: Labour-Plantations-Disputes in various
unfairness of the Management of Selali-
parai Estate-Code of discipline-con-
travention of-Regarding.

Ref: Your letter No.2691/57 dated 13.7.'59.

Demand.1. Sri Arogiaswamy: The agreement referred to by you was an oral agreement arrived at before the Labour Officer. In the absence of any written agreement no action can be taken in the matter.

Demand.2. Messrs. Samuel and Thyemmal:-As there is no agreement signed before the Labour Officer and also since the workers were refused employment on medical grounds no action can be taken in the matter.

Demand.3. and 4.:- As long as the Management have not signed the agreement, it shows that they are not parties to such an agreement and that Management cannot be compelled to sign an agreement against their will.

Demands.5,6,7, & 9 :- The Labour Officer has reported that these issues were not pressed by you during the enquiry.

Demand.8.:- As you could not substantiate your demand, there is no case for intervention.

Demand 10. You may take up specific cases if any with the concerned Labour Officer for redressal.

Demand 11. As the Management have agreed to consider the case of Annalakshmi if she gets herself certified by the Doctor, as an adult, there is no case for intervention.

Demand.22: As the road in question is a private one, you cannot claim right of entry into this road.

Sd.

For Commissioner of Labour.

-/Forwarded/By/Order/-

Sd.

Office Assistant.

/ TRUE COPY /

THE ANAMALLAIS PLANTATION WORKERS' UNION,
(Regd. No. 1491)

VALPARAI,
(Via) Pollachi

Ref. No. 2691/57

16th September, 1957

The Labour Officer,
Pollachi

Dear Sir,

Sub: Selaliparai Estate - Arbitrary discharge
and refusal of employment to workers -
Reported - Re.

We understand that the management of Selaliparai Estate has discharged certain workers and the management has not afforded reasonable opportunity to the workers to return and explain the delay.

1. Re: Smt. Chinnammal: The worker Smt. Chinnammal was a registered worker under Sri Arunugam Maistry's gang, and she was working. She was granted leave from 11th April 1957 and upto 8th May, 1957. As it was inadequate she applied for extension of leave for 3 months. The management has arbitrarily denied to avail leave ~~xxx~~ as requested for, but was granted only 10 days leave. Since she was ill, she could not return and she stayed in her village. She was neither issued with a charge sheet, nor was issued with a discharge order, as contended by the management. (Vide your office letter No. 1427/57 dated 23rd August, 1957). The management has failed to comply with the provisions of the Standing Orders, in refusing her employment.

2. Re. Sri Samuel and Smt. Thayammal: Both the above workers were husband and wife and both of them have went to their native place, since Sri Samuel was ill. We understand that both the workers have applied for extension of leave by the expiry of leave. Their repeated representations for leave extension was not replied, and the management has arbitrarily discharged them. They were not afforded reasonable opportunity to return and also the management has wantonly failed to comply with the Standing Orders.

3. Re: Smt. Maruthayee: The worker Smt. Maruthayee was a registered worker under the gang of Sri Subramanian Maistry and was working at Second division. She has left this station and went over to her native village on leave. Since she could not return to work by the expiry of leave, she has requested for extension of leave. The management had not replied her letters. The worker has returned to the estate and has reported for duty, but was refused of employment. The ~~management~~ management has neither charge sheeted her nor has discharged her. Hence the management has given assurances that she would be offered employment, and this was not availed.

In all the above mentioned instances the management has acted arbitrarily and has not even followed the Standing Orders.

Hence we request you to conciliate into the matter and see the workers referred above are offered employment immediately and if the Conciliation fails, please recommend this for adjudication.

From
Sri K. Sengodan, B.A.,
Labour Officer,
Post Box No. 26, Pollachi

To
The Manager,
Selaliparai Estate,
Valparai Post

Re. No. 814/57 dated 8-11-1957

Sir,

Sub: LABOUR - Plantations - Selaliparai Estate -
Various grievances of the A.P.W. Union -
Enquiry

I shall be taking up the following disputes for enquiry
on the 13th day of November, 1957 at 11 a.m. in the P.W.D.
Inspector Bungalow at Valparai.

Please make it convenient to attend the same with all
relevant records.

2. Re: Discharge of Chinnammal of Arumugam Maistry
etc. (Letter No. 2691/57 dated 16-9-1957 of the
A.P.W. Union - copied to you - refer)

(Sd)

cc. The Anamallais Plantation Workers' Union, Valparai -
with reference to his office files - No. 56/56, 247/56
and 2691/57

Sub: DISPUTES - Selaliparai Estate -
Enquiry of

The Secretary of the Anamallais Plantation Workers' Union, Valparai represented that the management of Selaliparai Estate has not implemented the terms of the Memorandum of Settlement dated 18-7-1957 in the matter of allotment of padies to workers, payment of wages to Masillamoney of Manuel for the days he was suspended, and discrimination shown in the matter of registration of workers.

An enquiry in this regard was held on 13th day of November, 1957 at 11 a.m. in the P.W.D. Inspection Bungalow at Valparai - when the Manager of the Estate, the Labour Welfare Officer, Mr. Gnanaiah, James Finaly Group of Estates and the Joint Secretary of the Anamallais Plantation Workers' Union, Valparai were present.

1-1 000 --

Employment of Chinnaimal of Arumugam Maistry,
etc. workers

The Union stated that the workers in question applied for leave, which might have been evidently refused, and since the worker was not aware of it, she came back to the Estate after a months time when the management issued her a Discharge Order.

The management on the other hand stated that the worker in question was given 14 days leave and since she did not return for work after the expiry of leave, she was issued with a Discharge Order.

Advised the Manager regarding the procedure to be followed according to the Standing Orders for Estate Workmen in such cases.

Since the worker was not given Discharge Notice before issuing Discharge Order as required under the Standing Orders the Manager was advised to reinstate the worker without back wages, but with continuity of service, to which he agreed.

As regards re-employment of other workers mentioned in the A.P.W. Union's letter No. 2691/57 dated 16-9-1957, the Manager stated that he was not aware of the details of the cases in question and wanted to see the records of the workers. Accordingly, the Manager was advised to re-employ the workers in question, if they were also not given any Discharge Notice before they were actually discharged.

XXXXXX

(Sd) K. Sengodan
Labour Officer, Pollachi
14/12/57

Communicated to:

1. The Manager, Selaliparai Estate, Valparai P.O.
The Secretary, A.P.W. Union, Valparai.

From
Sri K. Sengodan, B.A.,
Labour Officer,
Post Box No. 26, Pollachi

To
The Manager,
Selaliparai Estate,
Valparai Post.

Re. No. 518/58 dated 31-8-1958

Sir,

Sub: LABOUR - Plantations - Selaliparai Estate,
First Division - Sri Subramanian of Estate
Gang - Return of firewood forcibly collected
and withdrawal of Charge Sheet - Re.

Reference my discussion with you on the 11th Aug. 1958.

During the discussion, you agreed to pay the labour charges including the cost of firewood to the worker concerned

I, therefore, advise you to make the necessary payment and settle the dispute and intimate the fact to this office at an early date.

(Sd)
Labour Officer, Pollachi

cc. The Tamilnad Plantation Workers' Union, Valparai

From
Sri K. Sengodan, B.A.,
Labour Officer,
Post Box No. 26, Pollachi

To
The Secretary,
Tamilnad Plantation Workers'
Union, Valparai.

Re. No. 2485/57 dated 31-8-1958

Sir,

Sub: Labour - Plantations - Selaliparai
Estate - Removal of gardens of
Natesan and Palaniswamy

Reference my discussions with you on the 13-3-1958.

During the enquiry, the management agreed to consider paying an ex-gratia amount for the removal of gardens referred to above, if the worker approaches the management through proper channel.

I, therefore, advise you to instruct the workers concerned to approach the management, through the Head Conductor of the Division when their claims will be looked into.

(Sd) K. Sengodan
Labour Officer, Pollachi

cc. The Manager, Selaliparai Estate - with a request to consider the claim of the workers for payment of ex-gratia amounts for the removal of gardens. A report in this regard may please be sent after the matter has been amicably settled.

From
Sri S.C. Buckle, B.A.,
Labour Officer, Pollachi

To
The Manager,
Selaliparai Estate,
Valparai Post

Re. No. 618/58 dated 14-12-1959

Sir,

Sub: LABOUR - Disputes - Plantations -
Selaliparai Estate - Messers. Palaniswamy
and Natesan - Removal of gardens - Re.

Ref: Your letter dated 18th September, 1959

You are advised to pay the ex-gratia payment to the workers concerned for the removal of their Gardens as agreed at the time of Conciliation. When once we have agreed to certain thing, let us not stand on formalities.

With reference to the last sentence of your letter cited, it would not be proper to raise any objection regarding the personnel cultivating the garden at the present moment.

The Union has reported that the workers in question made representations through their Division Conductor as already directed in this regard.

(Sd)

Labour Officer, Pollachi

cc. The Secretary, Tamilnad Plantation Workers' Union, Valparai -
with reference to their letter No. 2631/59 (B) dated 19-10-59

To
The Editor,

~~Handwritten address~~
Trade Union Record
New Age Printing Press
Rani Thansi Road
New Delhi.

Dear Sir,

I have the honour to send herewith the following news items for favour of publication in your esteemed ~~paper~~. I hope you will be good enough to give publicity of the same and oblige.

Yours faithfully,

Statthak 18-8-60

1- The management and the workers of the Deha T.E. observed the 15th Aug. Independence Day by hoisting National flag in the morning. The flag was hoisted by Sri Rangopal Agarwall, Managing proprietor of Deha T.E. Sah Seyed Hussain and Sri H. Phukan spoke to the gathering about the significance of the Day.

In the open field Sri Sambath Sawasy the Bura Sarder of the garden also hoisted the National flag. In evening the workers celebrated the day by playing friendly Football match and sports among themselves.

2- The workers of Rowriah T.E. observed the 15th Aug. in befitting manner this year. The National flag was hoisted by Sri Ganesh Katakya, the Manager of the garden in the morning, in the garden labour club premises.

The workers were ~~interest~~ entertained with sweets and Tea by the manager after the meeting in the evening.

3- The workers of the Field Experimental Station, Borbheta also observed the 15th Aug. by hoisting flag and enjoying amusement ~~with the~~ co-operating with the management staff, of the garden.

KARNATAKA PROVINCIAL PLANTATION WORKERS' UNION.

(AFFILIATED WITH A. I. T. U. C.)

President : M. C. NARASIMHAN. M.L.A.

Secretary : M. V. BHASKAR.

MAHATMA GANDHI ROAD,

CHIKMAGALUR.

Date 31st August, 60.

Ref. No. KPL-151/1960-61.

Secretary,
The Mysore State Planters Association,

CHIKMAGALUR.

Dear Sirs,

The working committee of our union which met on 28th August, 1960 has taken a decision to launch a one day protest general strike on 1st October, 1960. The reasons may be stated as follows.

1. The workers demands for higher wages etc. are delayed unduly.

2. The cost of living is spiralling and it is impossible to live with the present wages.

3. Even the old agreements regarding bonus, way expenses and maistries wages are not implemented fully by various plantation managements.

4. In view of the above reasons among others the workers are constrained to demonstrate powerfully to all the authorities concerned for an early settlement of demands and their implementation.

We earnestly hope that there will not be any more delay in settling these vital demands.

Thanking You,

Yours Faithfully,

M. V. Bhaskar
Secretary.

Don't have to send copy to the G. Y. Dept, M. G. L. also

*1/10/60
S. P.*

P. T. O.

PLANTATION WORKERS' UNION.

Copy to:-

1. Minister, for Labour,

Mysore,

Bangalore.

President: M. C. NARASIMHAN, M.L.A.

Secretary: M. V. BHASKAR.

2. The Commissioner of Labour,

Infantry Road,

Bangalore.

3. The Asst. Commissioner of Labour,

Plantation Division,

Chikmagalur.

4. The Asst. Commissioner of Labour,

Mercera.

5. The Secretary,

A.I.T.U.C.,

New-Delhi.

6. The Secretary,

K.P.T.U.C.,

Bangalore.

7. The Secretary,

Coorg District Estate Workers Union,

Mercera.

MAHATMA GANDHI ROAD,
CHIKMAGALUR.

Date

Ref. No.

The working Committee of the Union which met on 14th August 1960 has taken a decision to launch a one day protest against the decision to launch a one day protest.

stated as follows.

1. The workers demand for the cost of living allowance to be fixed at 10% of the basic pay.

2. The cost of living allowance to be fixed at 10% of the basic pay.

3. Even the cost of living allowance to be fixed at 10% of the basic pay.

4. In view of the above reasons, the workers demand for the cost of living allowance to be fixed at 10% of the basic pay.

5. The cost of living allowance to be fixed at 10% of the basic pay.

6. The cost of living allowance to be fixed at 10% of the basic pay.

7. The cost of living allowance to be fixed at 10% of the basic pay.

Thanking You

September 5, 1960

Secretary,
Karnataka Provincial Plantation -
Worker's Union,
Chikmagalur.

Dear Comrade,

This is to acknowledge your letter of August 31.

We have noted the contents and advise you to send copies of your letter to the Evaluation and Implementation Division, Ministry of Labour and Employment, Government of India to the Ministry itself for necessary action.

With greetings,

Yours fraternaly,

Umo
(K.G. Sriwastava)
Secretary

11 7 SEP 1960



THE MYSORE STATE PLANTERS' ASSOCIATION
CHIKMAGALUR.

THE MYSORE STATE PLANTERS' ASSOCIATION

1 2 1

Telegram : MSPA.

CHIKMAGALUR.

Telephone : 86

Ref. No. / 265

276

14th September, 1960.

Further it has to be pointed out that the proposed strike is a flagrant violation of Code of Discipline in which you have been a party. Your affiliation to the

In view of the above, this Association is of the opinion that launching of a one day strike by your Union is in violation of the Code of Discipline. In spite of this, your Union launches 'Workers' Union, this Association would not be doing of entirely. Union would be doing of entirely. Responsibility and therefore it should bear the responsibility for consequences resulting from such a strike.

Dear Sir,

Yours faithfully,

H. K. [Signature]

With reference to your letter No. KPL-151/60-61 dated 31st August 1960, informing that your Union proposes to launch a one day protest general strike on 1st October 1960, for reasons stated therein, I am directed by my Executive Committee to inform you that the reasons given by you for the proposed strike are wholly inaccurate, misleading and vague. You are fully aware of the fact that the question relating to the revision of workers wages is pending negotiation before the Commissioner of Labour in Mysore, Bangalore. The Commissioner of Labour has recently held a meeting with the representatives of Unions, including yours, and now he has called the Employers representatives to meet him in this connection and the negotiation is in progress. We are, therefore, surprised by you statement that there is undue delay.

The high percentage of absenteeism of workers and the fact of their effecting savings and remitting the same to their villages revealed at the time of the recent investigation by the Mysore Minimum Wages Committee, disprove your contention of inadequacy of present wages.

Your assumption that the recent agreement regarding bonus, way expenses and maistries wages have not been implemented by various plantation managements is vague and inaccurate.

THE MYSORE STATE PLANTERS' ASSOCIATION

: 2 :

CHIKMAGALUR.

MSPA.

Further it has to be pointed out that the proposed strike is a flagrant violation of Code of Discipline to which you have been a party by your affiliation to the AITUC.

In view of the above, this Association is of the view that the launching of a one day strike by your Union is illegal and unjustifiable. If, in spite of this, your Union launches the proposed strike, this Association would like to state that your Union would be doing so entirely on its own responsibility and therefore it should bear the responsibility for consequences resulting from such a strike.

Dear Sir,

Yours faithfully,

H.K. Madhankumar
Secretary

- with reference to your letter dated 1st August 1960, informing that your Union proposes to launch a one day protest general strike on 1st October for reasons stated therein, I am directed by my Executive Committee to inform you that the reasons given are as follows:
1. The Hon'ble Minister for Labour in Mysore, Bangalore.
 2. The Commissioner of Labour in Mysore, Bangalore.
 3. The Asst. Commissioner of Labour, Chikmagalur.
 4. The Asst. Commissioner of Labour, Mercara.
 5. The Secretary, AITUC, New Delhi.
 6. The Secretary, KFTUC, Bangalore.
 7. The Coorg District Estate Workers' Union, Mercara.
- The above reasons are fully aware of the fact that the level of workers' wages is below the minimum of Labour in Mysore. The Commissioner of Labour has recently called the Employers representative association and the negotiation is in progress, therefore, surprised by you state your contention of inadequacy of present wages.

HKC:vdc.

Swail upol
file.
K.S.M.
V.M.
1967

It is a supposition that the recent agreement regarding bonus, pay expenses and maistrics wages have not been imple-
 mented by various plantation managements is vague and in-

offered only Rs.2/ even less for their previous week's work. This sum was basic wages & D.A. for a week. You were informed by telegram on 11th July.

When the workers tried to protest against non-payment of minimum wages and against excessive tasks, a number of the leading workers of the union were either dismissed or punished to 3 weeks suspension, with utter disregard for the Standing Order.

1) Minimum Wages not paid-excessive tasks.

Now for enquiry I would give some examples how the tasks has been increased, so much so that the workers may be deprived of their statutory wages. The tasks has been increased since May 1958 & thus workers are being paid less than the statutory wages since then.

(a) Plucking.

For Hazira & Dobl work.

	1958.	1959.
Female.	14 Srs.	22 Srs.
Male.	17 Srs.	24 Srs.

Thus this year 6 to 7 Srs. have been increased

Cont.....

Thus this year 6 to 7 Srs. have been increased in plucking tasks per day, while on the other hand plucking round is being completed within 5 days this year instead of 7 days last year and 12 days in previous years. This reduction in period for plucking round is done in order to get fine plucking. Evidently fine requires more time to pluck the same amount of leaf as course plucking. Instead of compensating this time, the tasks have been increased forcing the workers to sustain further loss in wages.

Further more it is to be noted that this year the weighment of the leaves as taken 5 times a day instead of 3 times as was the practice till last year. Here again the workers are not only to suffer loss of time to frequent weighment, but also deduction of one seer per weighment in plea of moisture & the weight of the piece of cloth is deducted. Thus every plucker is losing 2 seers more due to 5 times weighment.

So, due to (a) increase in tasks (b) fine plucking by reducing period of plucking round and (c) 5 times weighment workers are unable even to earn statutory minimum wages not to speak of extra leaf pice.

We therefore, hope that you will enquiry in to the matter and see that full eages for the last 3 months be paid to all the workers of Gungaram, Mooni and Tuna divisions of the estate.

(b) New type of Hoeing together with Thali work.

A new type of thali work has been introduced with hoeing. Never such double tasks in one work was in vogue in this garden or any where in Terai, formaly light hoeing as in any other garden in Terai wsa in vogue in this estate also, with 50 logi task for hazira & dobli. But this year not only thali works has been added to hoeing work foe each bush, the task has been increased to 35 logis for one hazira & 30 logis for dobli work ie. 65 logis for hazira & dobli work. It is in this work, that Mooni division workers could not earn even Rs.2/ per week after working 8 hours, which mean that payment for one hazira even was denied. The situation has become unbearable for the workers.

I hope, you shall take such steps as necessary for the

as necessary for the payment of full wages for the last 3 months and tasks are so reduced as to enable the workers to earn hazira & dobli wage which is statutory minimum wages in Gungaram T.E.

2) Standing Order not followed- dismissal & suspension:

(a) Mooni division.

That 24 workers of Mooni division of Gungaram T.E. have been suspended for 3 weeks each as a punishment without any enquiry or without following Sec. 13 (e) & 13 (g) of the Standing Order of the estate. The sub-sections (e) & (g) of Sec.13 clearly states that the manager should allow the accused worker to adduce evidence during an enquiry which should be recorded. It also empowers the worker to ask any union member to be present during the enquiry. The manager is to allow any of the union officials to which the worker belongs to make any representation to the manager regarding the case & this must be allowed before passing the final order of punishment.

Not only no union official was allowed, the punishment was given without any enquiry whatsoever.

Moreover 7 of those suspended workers have been later dismissed on same charges without any further notice or enquiry. This is gross violation of the Standing Order.

A list of suspended & dismissed workers is attached herewith:-

In Mooni division.

- | | |
|---------------------|--|
| 1) Tetra Nonhar | Suspended on 13.7.59 for 3 weeks. |
| 2) Ratna Tirki | do do do do (later dismissed on 22.7.59) |
| 3) Nanhu Kerketa. | do do do do |
| 4) Teja Nagesia. | do do do do |
| 5) Kalia Panna. | do do do do |
| 6) Josef Kujur. | do do do do |
| 7) Foulush Tappo. | do do do (later dismissed on 22.7.59) |
| 8) Ramdayal Nautia. | do do do do |
| 9) Muchi Dass. | do do do do (later dismissed on 22.7.59) |
| 10) Anjan Kisan. | do do do do |
| 11) Matius Kachhap. | do do do do (later dismissed on 22.7.59) |

12) Manglu Marwai.	Suspended on 13.7.59 for 3 weeks. (later dismissed on 22.7.59)			
13) Dhiren Tudu.	Suspended for 3 weeks on 13.7.59.			
14) Somaru Rajgonde.	do	do	do	do
15) Babulal Rajgonde.	do	do	do	do
16) Albis Bara.	do	do	do	do
17) Deonath Kisan	do	do	do	do
18) Bhulan Lohar	do	do	do	(later dismissed on 22.7.59)
19) Somra Panna.	do	do	do	
20) Jitbahan Lohar.	do	do	do	
21) Patras Kerketa.	do	do	do	(later dismissed on 22.7.59)
22) Gendra Monkar.	do	do	do	
23) Ramsai Tirki.	do	do	do	
24) Matias Pappo.	do	do	do.	

In Gungaram Division.

- 1) Sanjho Lohora, W/of Fokla Lohora. Dismissed on 22.6.59 without any notice, vide chargesheet to her husband on 8.7.59. She worked after absence on 13th, 15th and 16th till 21st.
- 2) supai Tudu of Maloo Sardar. Chargesheeted on 24.7.59 asking explanation on 25, 7.59, morning, suspended for 3 weeks.
- 3) Moharang Lohar of Martin Sardar. do do do do.
- 4) Ioku Giri of Singai Sardar. do do do do.

Yours Faithfully-.

Roven Bone

Secretary.

KARNATAKA PROVINCIAL PLANTATION WORKERS' UNION.

(AFFILIATED WITH A. I. T. U. C.)

President: M. C. NARASIMHAN, M.L.A.

MAHATMA GANDHI ROAD,

Secretary: M. V. BHASKAR.

CHIKMAGALUR.

Ref. No. KPL-173/1960-61. Date 26th Sept., 60.

The Secretary,

The Mysore State Planter's Association,

CHIKMAGALUR.

Dear Sir,

Ref: YOUR LETTER NO.1265 DATED 14TH SEPTEMBER, 1960.

With reference to the above letter we have to state the following. We are informed by the Commissioner for Labour

that conciliation meetings are to be held from the 3rd of next month. This was a situation which we were not having when

our executive committee took the decision to organise a ONE DAY PROTEST STRIKE on 1st October, 60. But even this, ipso facto, does not remove the justification for the protest strike though we welcome negotiation if it is with a view to speedy granting of the workers demands.

In this connection we have to note the comments in the second para of your letter which indicates the attitude of the employers to the most vital and pressing demands of the workers, namely, increase in wages. This attitude, we feel, dooms the projected negotiations to failure.

apart from the ~~question~~ question of wages we have instances where several employers have not implemented the agreements. This grievance is nothing vague. Large number of such complaints are either pending with the managements or with the Asst. Commissioner Of Labour. ~~Way~~ expenses and bonus are some of the facilities which many employers have not cared to provide as per the agreement. Many of the provisions in P.L. Act have remained on paper.

P.T.O.

KARNATAKA PROVINCIAL

PLANTATION WORKERS' UNION

(AFFILIATED WITH A. I. T. U. C.)

Your letter touches upon the code of discipline. It is

MAHARAJA GANDHI ROAD

President: M. C. NARASIMHAN, M.L.A.

Secretary: M. V. BHASKAR, M.L.A.

the experience of the workers both in the plantation and other

sectors in the entire country is that this code is used as a

big stick to beat them with. But the employers and the

Government do not care to play their part of the game. We

have experienced how in the plantation industry in our state

so many employers have persecuted and continue to persecute

the members of our union for their trade union affiliation.

There is no limit to unfair labour practice that is resorted

to. So far as the Government is concerned, we have seen the

they have made much of this code during the Government's

employees strike recently. Yet, it is our intention to practice

the code of discipline earnestly and sincerely. We also wish

to state that our strike call was not primarily to secure

discipline.

We do not want to take any step which may be likely to

be interpreted as obstruction to negotiations. Therefore,

we will endeavour to stop the strike on October 1st and

postpone the decision to a later date in view of the letter

of Commissioner of Labour. But the nature of the industry

is such that we can't reach all the estates within a short time.

The whole industry is dispersed in two districts. As such

it is likely that some workers may not come to know of

the postponement of the date of strike may go on strike.

I hope the above points answer the letter referred to

above.

Thanking You,

Yours Faithfully,

M. V. Bhaskar

Secretary

P.T.O.

KARNATAKA PROVINCIAL
PLANTATION WORKERS' UNION.

(AFFILIATED WITH A. I. T. U. C.)

President: M. C. NARASIMHAN, M.L.A.

Secretary: M. V. BHASKAR.

MAHATMA GANDHI ROAD,

CHIKMAGALUR.

Ref. No.

-2-

Date

Continued:-

Copy to:-

1. The Hon'ble Minister for Labour,
Government of Mysore,
Bangalore.
2. The Commissioner of Labour,
Infentry Road,
Bangalore.
3. The Asst. Commissioner of Labour,
Plantation Division,
Chikmagalur.
4. The Asst. Commissioner of Labour,
Mereere.

P.T.O.

11 SEP 1960

S. Muthiah . Kg

Pambanmalai,
TALLIAR . P.O

VIA - Udumalpet . S.Ry.

8.9.60

To

Sri. S. A. Dange,
President,
A. I. T. U. C. New Delhi

Dear Sir,

I am a Kanganj in Thalayar Tea company and a leader of the Devicolan Estate Workers Union under the leadership of the Communist Party.

We, the Thalayar Estate workers are fighting for Bonus and other just demands of Plantation labourers for the past 4 months. Sri. Balachandra Menon M.L.A. is taking ~~leading~~ leading part in our struggle.

The Present Government of Kerala is siding the Management. Our appeals and representations are ended fruitless.

P.T.O.

अन्तर्देशीय पत्र
INLAND LETTER



Sir,
S.A. Dange, President,
A.I.T.U.C.
c/o Communist Party,
NEW DELHI.

तीसरा मोड़ Third fold

भेजने वाले का नाम और पता :- Sender's name and address :-

S. Mukhish, kg, President,
P.E.W. Union, (C.P.I.)
Pambanmalai, TALLIAR.P.O
VIA. Udumalpet. S.Ry.



NO ENCLOSURES ALLOWED

पत्र खोलने के लिए यहाँ पर काटें To open cut here

We are facing gloom, despair,
and hungry.

Therefore, I request you to
take up this matter in the A.I.T.U.C.
and do the needful. I hope, your
honour will meet the Central Govt.
Ministers in this connection.

Your early reply and encouraging
letter is solicited.

LONG LIVE A.I.T.U.C.

Yours truly,
S. Mukhish, kg.
PRESIDENT.

September 18, 1960

Shri S.Muthiah, Kg,
Pambanmalai,
TALLIAR P.O., via Udumalpet, S.Rly

Dear Com.Muthiah,

Thank you for your letter of 8th September. We regret the delay in reply but we may assure you that the points raised therein have received our careful consideration.

We understand that our Kerala State Committee is giving special attention to the struggle for bonus in the plantations industry and we are keenly watching the developments. You may rest assured that the AITUC will do all it could to ensure that the just demands of the workers are conceded.

We believe that you and other unionx leaders are taking necessary organisational steps to further consolidate the unity of the workers which is a decisive factor to ensure realisation of workers' demands. We shall be happy to receive reports from you on the progress you are making in this respect and on the special problems you face in your struggle.

With greetings,

Yours fraternally,

K.G.
(K.G.Sriwastava)
Secretary

THE TAMIL NADU PLANTATION WORKERS' UNION.
(Regd. No. 1491)

Anamallais Branch,
VALPARAI,
(Via) Pollachi

Ref. No. 2011/59 (B)

26th October, 1960

The Secretary to the Govt.,
Dept. of Industries, Labour & Cooperation,
Fort St. George,
Madras-9

Dear Sir,

Sub: Labour - Plantations - Vellamalai Estate -
Sri Israel (No. 866) - Dismissal of -
Conciliation - Orders - Refusing to
refer the dispute for Adjudication -
Reconsideration of orders - Re.

Reference MEMORANDUM No. 251 dated 16th July, 1960
from the Dept. of Industries, Labour and Cooperation, in the
above dispute.

We are to appeal against the orders passed in the above
Memorandum declining to refer the above dispute for adjudication,
for the following reasons.

We are to inform that at the time of Conciliation of the
dispute, we were unable to produce all the records and counter-
foils. But subsequently we have produced the Audited records
for the year ending 31st March, 1960, and as per the records
we have got 527 members at Vellamalai Estate. The Labour
Officer is satisfied with the membership register we have
produced.

Further the dismissal of Sri Israel has been very much
agitative among the workers. They have submitted a Mass
Memorandum to the Labour Commissioner (Copy enclosed herewith),
urging reinstatement of the above worker.

In the circumstances, we request you to be good enough
to kindly reconsider the orders and to order to refer the
dispute for Adjudication, and to decide the case on merits.

Thanking you,

Yours faithfully,


JOINT SECRETARY

cc. The Commissioner of Labour, Madras-5 -- In reference
to his letter No. A.3.27687/60 dated 29-6-1960.

The Labour Officer, Pollachi -- In reference to his
Conciliation Report No. 47/60 dated 30-4-1960.

மகாணந்திர கணம் சென்னை மாநில வேலை செயல்படுத்தும் அமைச்சுக்கு,
வெள்ளமலை எட்டுடத்தில் வேலை செய்வதில் சில கட்ட தொழிலாளர்களாகிய நான்கள்
வசிக்கமுடிக் குறித்து கோரிட விண்ணப்பம்.

ஐயா,

வெள்ளமலை எட்டுடம், மெய் பிரிவுக்கு வேலை செய்து வந்த இரண்டாம்
/நம்பர் 866/ எடுப்பணை மாண்புமிகு மாண்புமிகு வேலையிலாற்றி நிறுத்தி விட்டார்கள்
அவரை வேலையிலாற்றி தடுத்துவைத்தது தியானமாக காரணம் எல்லாம் இல்லை. முறை
யானபடி விசாரணை எல்லாம் நடவடிக்கைகளை.

மாண்புமிகு மாண்புமிகு வேலைக்கு எடுத்துக் கொள்ளும்
மற்றும் விட்டார்கள். அவர்களுக்கு திட்டமிடும் வேலை சொடுக்க வேண்டும் என்பது
எங்கள் கோரிக்கை. ஆகவே அவர் துறையில் செயல்படுத்தும் சம்பந்தமாக தாங்கள்
விசாரணை செய்து, அவரை மறுபடியும் வேலைக்கு எடுத்துக் கொள்ள வேண்டும்
நடவடிக்கைகளை எடுக்க வேண்டுமாய் கோருகிறோம்.

இப்படிக்கு,

நகரின் காரியதரிசி அவர்கள், தொழிலாளர் இலாங்கா
சென்னை - 9
வேலை செய்கிற அவர்கள், பொன்னாச்சி.

- எ.டி.காப்பியயா
- டி. சூர்வாதல்
- கண்டம்மாள் ரெக
- ஏசும்மாள்
- எ.டி. பொன்னாச்சி
- கி.உ.சென்னை ரெக
- சுப்பிரமணியம்
- செராஜிவி
- எம். வேதமாணிக்கம்
- குமாரி ரெக
- சாமுவேல்
- செந்திலா
- மாணிக்கம் ரெக
- பாதிபதித்தி-- ரெக
- சூர். விளாம்பதி ரெக
- ரெபி
- குமாரசுந்தரி
- லட்சுமிசென்னை ராமாபி ?
- நாகம்மாள் ரெக
- அ. சூரமணி
- மொட்டைமணி ரெக
- ராமசயா
- சிந்திரவேல்
- எல். மாணியப்பன்
- அபிபூக்குட்டன்
- வாசு
- மாடசாமி ரெக
- எம். ராமசாமி
- எம். பொன்னாச்சி
- எ. பாதிமாணிக்கம்
- வி. ராமசாமி
- சூர். வெள்ளையப்பாண்டி
- க.சிவன் வாக்கி

- செல்வயா
- செல்வகம்
- இருசாயி
- வள்ளியம்மாள் ரெக
- குப்பன்
- காணியம்மாள் ரெக
- பாதிமணி ரெக
- ஏசுமணி
- எ. தவசி
- சென்னை
- சீவியம்மாள்
- சுப்பன்
- செல்வகந்தாமி ரெக
- எம். மாணிக்கம்
- சாந்தன்
- மாணியம்மாள் ரெக
- சுமன்மணிமாள் ரெக
- சென்னைமாள் ரெக
- மாணியப்பன் ரெக
- வேதமாணிக்கம்
- செராஜி
- சுமன்மணி
- கனகமணி
- பந்தமணி
- இரண்டாம்
- செல்வகம்
- சூரமணி ரெக

அன்னைத்தாயி	ரேகை
மரியதிக்கு	
யிருப்பி	ரேகை
ராஜம்மரத்	ரேகை
புன்செக்கு	
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மாறாள்	ரேகை
மாடத்தி	ரேகை
பி. சாமீநாட்	
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மரியதிமாள்	ரேகை
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சிட்டுமதிமாள்	ரேகை
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ரீத்தாள்	ரேகை
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ராஜகு	ரேகை
பி. ஸ்ரீமாதா	
சுருதிபதிமாள்	ரேகை
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சுப்பையாதேவன்	
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சிவசுந்தரப்பி	
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வெளி உயன்மா	
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பாப்பாள்	ரேகை
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சிவசுந்தரப்பி	
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சுப்பன்	
சௌந்தரன்	
பெரியசாமி	ரேகை
சாமீநாதன்	
பொன்னிமாள்	ரேகை
சுப்பிமாள்	ரேகை
நகிஷுத்தன்	
இளையப்பன்	
வீரன்	ரேகை
குமாசுந்தாயி	ரேகை
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முத்தி	
முத்தம்மாள்	ரேகை
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பாப்பாள்	ரேகை
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முத்தராஜகு	ரேகை
காந்தமுத்தன்	
மாநியதிமாள்	ரேகை
சுப்பிமா	
பழையதிமாள்	ரேகை
வெளி உயன்மாள்	ரேகை
நாசிமுத்தன்	ரேகை
குராசாமி	
குமார்மாள்	ரேகை
கே. ராமசாமி	
கன்னியதிமாள்	ரேகை
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பாரிபதி	
மாநியதிமாள்	ரேகை
செழுத்தி	
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முத்தம்மாள்	
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மூக்கம்மாள்	
வெளிசுந்தாயி	ரேகை
காரியதிமாள்	ரேகை
காக்கையன்	
பேச்சி	ரேகை
வீரி	
செழுத்தி	
வீரன்	
காப்பிசாமி	

ராமாவி
மலி
விநாயகம்
செய
சித்திரம்
கவசம்
குறியீடுகள்
நிலையம்
மாடம்

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செய்யும்
முதலியம்
காதி
செய்யும்
பெரியம்
ராம
சி. சீலம்
செய்யும்
கவசம்
செய்யும்

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DEPARTMENT OF INDUSTRIES, LABOUR AND COOPERATION,

Memorandum No. 251, dated the 16th July, 1960

- Sub: LABOUR - Disputes - Vellamalai Estate, Valparai P.O. -
Non-employment of Israel (No.866) Top Division -
Conciliation - Orders Passed
- Ref: 1. From the Labour Officer, Pollachi, Conciliation
Report Rc. No. 47/60, dated 30-4-60
2. From the Commissioner of Labour, Letter No.
A.3.27687/60, dated 29-6-60
-

It is reported that the Tamilnad Plantation Workers' Union, Valparai, which has taken up the issue regarding the non-employment of Israel, represents only 12% out of the 1,400 workers of the Estate. The Union has therefore no representative character to take up the above dispute. There is therefore no case for intervention by Government.

A.S.Ahluwalia
Deputy Secretary to Government

To
The Secretary, Tamilnad Plantation Workers' Union, Valparai Post.
The Management of Vellamalai Estate, Valparai Post.
Copy to the Commissioner of Labour, Madras-5

Forwarded/by order.

(Sd)
Superintendent.

CHAH MAZDOOR UNION.

Regd. No. 269.

Affiliated to A. I. T. U. C.

P. O. Barbheta & Jorhat

Ref. No. Tu/50/1 50-153

Date 10/12/00

To

The Register of Trade Union Assam Shillong

Subj- Change of address of the Union

Sir,

I have the honour to inform you that the head office of the Chah Mazdoor Union (Regd No. 269) P.O. Barbheta has been shifted to Hallow Hill (Ward No. IV) P.O. Jorhat henceforth in accordance with the decision of the 7th annual general meeting of the Union held on 3rd and 4th Dec. 00.

We beg to state that we are sending you letter and fee payable for registration of alteration of the change in the Rules and constitution of the Union very soon.

I hope and trust you will kindly receive this change of Union Head office. And do communicate to us at Hallow Hill, Ward No. IV, Jorhat.

Your faithfully,

*changed
M.S.
17/12*

*Copy
The General Secretary
A. I. T. U. C.
Ashok Road
New Delhi.*

Heer

16 DEC 1958

COORG DISTRICT ESTATE WORKERS' UNION.

(AFFILIATED TO AITUC) REGD. NO. 238.

160-C. 4, PIONEER ROAD,

MERCARA.

No 317/58-59

Date 12th Dec 1958

To
The General Secretary,
All-India Trade Union Congress,
New-Delhi.

Dear Comrade,

Enclosed herewith letter No.315/58-59, dated 12th Dec '58 addressed to the Secretary of the Ministry of Commerce and Industry, Government of India, protesting against the policy of the Central Government in having nominated last month, 'bogus labour leaders' as labour representatives to the reconstituted Coffee Board.

Sri.C.A.Mandanna, a Government Pleader at Mercara is himself surprised that the Government of India still considers him as a Labour Leader even though a Union of which he was an office-bearer has ceased to exist about 18 months ago. Sri.Mandanna, besides being a Public Prosecutor has emerged as a successful Coffee and Cardamum Planter. It seems that Messers A.Ramanna of Mysore City and Ramasamy of Salem, two others nominated to the Coffee Board as labour representatives are also bogus labour leaders.

We believe you would take up this matter with the concerned authorities.

With greetings,

Yours fraternally,

B.N.Kuttappa

(B.N.Kuttanna)

Secretary.

COORG DISTRICT ESTATE WORKERS UNION.

(AFFILIATED TO AITUC) REGD. NO. 238.

160-C. 4, PIONEER ROAD,

MERCARA.

315/58-59

Date 12th Dec 1958

From

The Secretary,
Coorg District Estate Workers' Union,
Mercara.

To

The Secretary,
Ministry of Commerce and Industry,
Government of India, New Delhi.

Sir,

Subject:- Nominations of Representatives of Labour
to the Coffee Board.

Three persons nominated to the reconstituted Coffee Board in November 1958 as Labour Representatives by the Ministry of Commerce and Industry, Government of India are not genuine representatives of workers employed in Coffee Plantations.

One of the persons nominated is Sri. C.A.Mandanna, B.A., B.L., Public Prosecutor (Government Pleader), Mercara (Coorg District of Mysore State) who has no connection whatsoever at present with any Trade Union of workers. He was once an office-bearer of an organisation known as the 'Coorg Plantation Labour Union, Sidapur' which has ceased to function since the last eighteen months or so, and its registration has been cancelled by the Registrar of Trade Unions, Government of Mysore more than 18 months ago.

We strongly protest against the policy of the Government of India for nominating bogus individuals as labour representatives to the Coffee Board and we submit that the Ministry of Commerce and Industry, Government of India may be pleased to review and reconsider the representative capacity of the Trade Unions of workers employed in coffee plantations and cancel the nominations ~~made~~ made already, in the interests of fair play and justice and nominate to the Coffee Board genuine representatives of workers employed in ~~coffee~~ Coffee Plantations.

Thanking you,

Yours faithfully,

B.N. Kuttappa
(B.N. Kuttappa)

Secretary,

Copies to:- 1) The Minister of Labour,
Government of India,

2) The General Secretary,
All-India Trade Union Congress.

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From

C. J. Daniel, B. Sc. (Hons.)
Managing Partner,
The Kerala Sea Island Cotton Plantations,
Koratti, Kerala.

To

The Deputy Minister for Agriculture,
Government of India, New Delhi.

Sir,

Ref. No. K. S./44 dated 3-12-1960

Subject: *Request to subsidise for the heavy and financially unbearable loss incurred by me in the Sea Island "Andrews" cotton cultivation during last season 1959 - 60.*

Our ref. KS/27 dated 11-3-60 addressed to Dr. B. L. Sethi, Secretary, Indian Central Cotton Committee, Bombay, and KS/23 dated 19-3-60.

Government of India, Ministry of Commerce and Industry Ref. No. 22 (27) Tex (A)/60 dated 3-10-1960, Asvina 1882, from Shri. R. N. Kapur, Under Secretary to the Govt. of India.

At the very outset let me thank the Govt. of India for the proposed incentives for the cultivation of Sea Island 'Andrews' cotton by way of subsidising the supply of insecticides as stated in the above mentioned letter of the under secretary. But this does not solve my problems in any measurable form. As such I beg to place before you the following for your kind considerations and favourable disposal.

Last year, in response to the call of the Govt. of India, Sea Island Cotton Development Scheme, we cultivated 200 Acres of Sea Island "Andrews" Cotton in the reserve forest area of Malayattoor in Kerala. Before starting the cultivation the Scheme Staff at Trichur visited the area and approved of the same. We had your personal blessings and encouragements also as per your letter dated 21-1-1959. The Chairman and the Members of the Sea Island Cotton Sub-committee of the Indian Central Cotton Committee visited our plantations on 9-10-59 and highly appreciated our bold venture.

This cultivation was the biggest Block Area cultivation of Sea Island Cotton so far tried in India. The Cultivation was done as best as possible according to instructions received by us from the Cotton Development Officer and the Scheme Staff at Trichur.

With great difficulties we completed the cultivation satisfactorily. Our total cost of cultivation amounted to Rs. 68,000/- (excluding interest on capital) in addition to the loan of Rs. 19,238/- which was paid in the form of Manures, Seeds and insecticides as per Govt. of India Scheme. The total cost of cultivation could be classified as under on a rough approximation:

1) Rent for land	Rs. 7000/-
2) Clearing of land, and digging proper drainages	Rs. 6000/-
3) Salary to watchmen to protect the area from wild beasts and elephants	Rs. 2000/-
4) Manure, insecticides and Seeds. Supplied by way of loan by the Govt. of India Cotton Development Scheme	Rs. 19,238/-
5) Insecticides purchased from outside	Rs. 2000/-
6) Rent for spray pumps supplied by the Plant Protection Scheme of the Govt. of India	Rs. 926.88
7) Salary for supervising staff	Rs. 6000/-
8) Travelling expenses	Rs. 1000/-
9) Transport charges	Rs. 1500/-
10) Equipments and shed	Rs. 1000/-
11) Wages paid to workmen	Rs. 40,000/-

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The cost of cultivation was more than the normally expected cost because of the following reasons: (1) The first three items amounting to Rs. 15,000 are not ordinarily involved in the case of small cultivators, cultivating in their own land. (2) The area of cultivation being in the Reserve Forest Area at a distance of about 8 miles from inhabited area, the hours of labour available was only 5 to 6 hours per day; i. e., about 75% of the normal. When these factors are excluded our cost of cultivation comes to Rs. 300/- per acre, which is the normal cost of cultivation in ordinary places. Moreover we did the cultivation in the best possible way.

There were *two main drawbacks* in our cultivation both being out of our control. The first was due to the very *heavy rains* during the flowering period. Because of this there was too much shedding of flowers. The second cause was due to the "Cotton Spray" of Hexamer & Co., which we tried as insecticide on the recommendation of the Scheme Staff. This spray damaged the plants like anything preventing their further growth and causing the shedding of the then infant balls and flowers.

Even with these terrible drawbacks we got 79,066 pounds of Kappas. This forms 1/7 of the total production of Sea Island Cotton for the year, in the whole of Kerala and Mysore. Further our average production which comes to about 400 pounds per acre in more than *double* the average production for the season of other cultivators. *This amply justifies our higher cost of cultivation in a block area of 200 acres in the Reserve Forest Area.*

As per instructions from the Govt. of India Sea Island Cotton Development Officer, the whole produce was handed over to the Scheme Staff with the firm belief that they will fetch us a price for the Kappas at a rate which will be definitely more than that of the previous year, viz. 112.5 nP. per pound. It was simply heart-breaking to us when we heard that the first auction of this Cotton held at Coimbatore on 8-3-60 fetched a rate of Rs. 2237/- per Candy. Immediately we telegraphed to all authorities concerned with the Sea Island Cotton requesting to suspend confirmation of the auctioned bales. This was followed by a confirmation letter (our ref. K.S./27 dated 11-3-1960) in which we explained the sad plight in which we would be placed because of the unimaginably big fall in price. A copy of the same was forwarded to you for information. We have no idea as to what steps the authorities took to improve the situation. This much we know: the subsequent auctions fetched a lower price. It is highly regrettable to note that the average auctioned rate was in the nearabouts of Rs. 2000/- per Candy where as The East India Cotton Association, Bombay, had fixed a *retention price* of Rs. 2800/ per Candy for this Cotton in 1959. It is only an accepted fact that the cost of cultivation in our country is rising up day by day.

Finally The Govt. of India Cotton Development Officer paid us at the rate of 79 nP. per pound of Kappas supplied. In the previous season the payment was at the rate of 112.5 nP. per pound. Thus the price fetched this year was only 70% of that of last year. It is painful to note that when the prices of all other varieties of Cotton grown in our country is on the upward trend the price of this covetable and highly needed long staple cotton alone came down and that by 30% and all these when the cultivation of this long staple cotton is still in the experimental stage in our country. This in our humble opinion is something which cannot be justified. We believe, the reasons for this unimaginably big fall in the price level, you have already gathered.

We received a net balance of Rs. 43,224.14 this being the balance due to us after deducting the Govt. of India loan of Rs. 19,238/- when Kappas was priced at 79 nP. per lb. Thus our total loss on this cultivation is about Rs. 25,000/- excluding interest on capital. If the price fetched was at least that of last year we would not have had to loose on this cultivation—the *biggest venture in its line ever made in India and most probably a venture the like of which may never be tried again in our country.*

It was nothing short of a "*Herculian Task*" for me to raise the capital required for the cultivation (Rs. 68,000/-). The cost of cultivation went much beyond my expectations. I raised the capital by auctioning *Kuries*, by taking *Pronote Loans* from Banks and private individuals, by pledging the ornaments of my wife and children and pledging the only property which I have. It now seems that the net result of all these troubles, anxieties, worries and what not; is, that even by selling out my only property

and throwing myself and my family into the streets, I will not be able to save my honour; I mean I will not be able to clear the loans with interest, which I had borrowed for the cultivation. I may assure you that I have not exaggerated in any of the statements given above.

I most earnestly request you to save me from the sad plight into which I am placed for having so boldly responded to the calls of the Govt. of India Sea Island Cotton Development Scheme. You could easily and justifiably do the same either by *subsidising to the extent of last season's price or at least by refunding to me the Govt. of India loan of Rs. 19,238/-* which was collected from me when the first payment of the Kappas was made in January 1960, *in view of the heavy loss incurred in the cultivation.* May I also bring to your kind notice that, of all the cultivators of the Sea Island Cotton, *I am the only individual who had to loose so badly*, the reasons for the same being so self-evident.

Under these circumstances I most humbly request you to find out a solution where-by I may be saved from the impending calamity.

More details if required shall be furnishd as and when demanded either in person or by letter.

Awaiting your favourable and early orders and thanking you.

I beg to remain,

Sir,

Yours faithfully,

C. J. Daniel

Ernakulam -3,
3 - 12 - 1960.

For THE KERALA SEA ISLAND COTTON PLANTATIONS,

C. J. Daniel

MG: PARTNER

Copies have been forwarded to all concerned Officials of the Governments of India and Kerala.

To

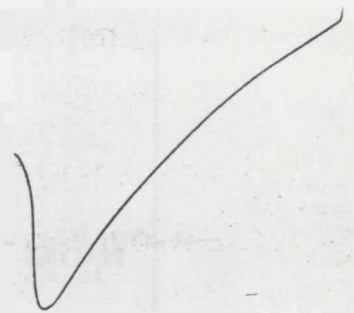
Shri S. A. Dange, M. P.
New Delhi

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Bill No. 4 of 1960

THE PLANTATIONS LABOUR (AMEND-
MENT) BILL, 1960

(AS INTRODUCED IN LOK SABHA
ON 15TH FEBRUARY, 1960)



THE PLANTATIONS LABOUR (AMENDMENT) BILL, 1960

(AS INTRODUCED IN LOK SABHA)

A
BILL

further to amend the Plantations Labour Act, 1951.

BE it enacted by Parliament in the Eleventh Year of the Republic of India as follows:—

1. (1) This Act may be called the Plantations Labour (Amendment) Act, 1960.

Short title and commencement.

5 (2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

69 of 1951.

2. In section 1 of the Plantations Labour Act, 1951 (hereinafter referred to as the principal Act), for sub-section (4), the following sub-sections shall be substituted, namely:—

Amendment of section 1.

10 “(4) It applies to the following plantations, that is to say,—

(a) to any land used or intended to be used for growing tea, coffee, rubber or cinchona which admeasures 10.117 hectares or more and in which thirty or more persons are employed or were employed on any day of the preceding twelve months;

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(b) to any land used or intended to be used for growing any other plant, which admeasures 10.117 hectares or more and in which thirty or more persons are employed or were employed on any day of the preceding twelve months, if, after obtaining the approval of the Central Government, the State Government, by notification in the Official Gazette, so directs.

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(5) The State Government may, by notification in the Official Gazette, declare that all or any of the provisions of this

Act shall apply also to any land used or intended to be used for growing any plant referred to in clause (a) or clause (b) of sub-section (4), notwithstanding that—

(a) it admeasures less than 10.117 hectares, or

(b) the number of persons employed therein is less than thirty:

Provided that no such declaration shall be made in respect of such land which admeasured less than 10.117 hectares or in which less than thirty persons were employed, immediately before the commencement of this Act.”

Amendment
of section 2.

3. In section 2 of the principal Act,—

(i) after clause (e), the following clause shall be inserted, namely:—

‘(ee) “family”, when used in relation to a worker, means—

(i) his or her spouse, and

(ii) the legitimate and adopted children of the worker dependent upon him or her, who have not completed their eighteenth year;

and includes, where the worker is a male, his parents dependent upon him;’;

(ii) for clause (f), the following clause shall be substituted, namely:—

‘(f) “plantation” means any plantation to which this Act, whether wholly or in part, applies and includes offices, hospitals, dispensaries, schools, and any other premises used for any purpose connected with such plantation, but does not include any factory on the premises to which the provisions of the Factories Act, 1948, apply;’;

(iii) for clause (h), the following clause shall be substituted, namely:—

‘(h) “qualified medical practitioner” means a person holding a qualification granted by an authority specified or notified under section 3 of the Indian Medical Degrees Act, 1916, or specified in the Schedules to the Indian Medical Council Act, 1956, and includes any person having a certificate granted under any Provincial or State Medical Council Act;’;

(iv) for clause (k), the following clause shall be substituted, namely:—

‘(k) “worker” means a person employed in a plantation for hire or reward, whether directly or through any

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63 of 1948.

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35 7 of 1916.

102 of 1956.

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agency, to do any work, skilled, unskilled, manual or clerical, but does not include—

- (i) a medical officer employed in the plantation;
- 5 (ii) any person employed in the plantation (including any member of the medical staff) whose monthly wages exceed rupees three hundred;
- (iii) any person employed in the plantation primarily in a managerial capacity, notwithstanding that his monthly wages do not exceed rupees three hundred;
- 10 or
- (iv) any person temporarily employed in the plantation in any work relating to the construction, development or maintenance of buildings, roads, bridges, drains or canals;”.

15 4. In section 10 of the principal Act, in sub-section (1), after the word “workers”, the words “and their families” shall be inserted. Amendment of section 10.

5. In section 16 of the principal Act, in clause (e), the words “the definition of what constitutes the family of a worker for the purposes of section 15,” shall be omitted. Amendment of section 16.

20 6. In section 30 of the principal Act,— Amendment of section 3c.

(i) in sub-section (1), after the proviso the following *Explanation* shall be inserted, namely:—

“*Explanation.*—For the purposes of calculating leave under this sub-section,—

948. 25 (a) any day on which no work or less than half a day's work is performed shall not be counted; and

(b) any day on which half or more than half a day's work is performed shall be counted as one day.”;

(ii) after sub-section (3), the following sub-section shall
30 be inserted, namely:—

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1956. 35 “(4) If the employment of a worker who is entitled to leave under this section is terminated by the employer before he has taken the entire leave to which he is entitled, the employer shall pay him the amount payable under section 31 in respect of the leave not taken, and such payment shall be made before the expiry of the second working day after such termination.”.

Amendment
of section 31.

7. In section 31 of the principal Act, for sub-section (1), the following sub-sections shall be substituted, namely:—

“(1) For the leave allowed to a worker under section 30, he shall be paid,—

(a) if employed wholly on a time-rate basis, at the rate of minimum daily wage fixed under any law or under the terms of any award, agreement or contract of service, and 5

(b) in other cases, including cases where he is, during the preceding twelve calendar months, paid partly on a time-rate basis and partly on a piece-rate basis, at the rate of the average daily wage calculated over the preceding twelve calendar months. 10

Explanation.—For the purposes of clause (b) of sub-section (1), the average daily wage shall be computed on the basis of his total full-time earnings during the preceding twelve calendar months, exclusive of any over-time earnings or bonus, if any, but inclusive of dearness allowance. 15

(1A) In addition to the wages for the leave period at the rates specified in sub-section (1), a worker shall also be paid the cash value of food and other concessions, if any, allowed to him by the employer in addition to his daily wages unless these concessions are continued during the leave period.” 20

Amendment
of section 42.

8. In section 42 of the principal Act, after the words “such exemption”, the words and figures “other than an exemption from section 19” shall be inserted. 25

STATEMENT OF OBJECTS AND REASONS

The Plantations Labour Act, 1951, which provides for the welfare of labour and regulates the conditions of work in plantations has been in operation since the 1st April, 1954. The Act is applicable to gardens admeasuring twenty-five acres or more and whereon thirty or more persons are employed. Some employers are fragmenting their plantations into small units with a view to evading their liabilities under the Act. The amendments mentioned in the Bill are proposed to check fragmentation of plantations and to ensure more effective working of the Act.

2. The reasons for the amendments are, wherever necessary, given in the notes on clauses attached to the Bill.

NEW DELHI;
The 9th December, 1959.

G. L. NANDA.

Notes on clauses

Clause 2.— The revised sub-section (4) of section 1 combines the existing provisions of this sub-section and those of clause (f) of section 2. The amendment is of a drafting nature.

Sub-section (5) is being added in section 1 to empower the State Governments to apply all or any of the provisions of the Act to any plantations less than 10.117 hectares in area or employing less than 30 workers, subject to the condition that such of these plantations as were in existence before the commencement of the Act will not be brought within its scope. This sub-section thus seeks to check the fragmentation of plantations by employers into small units and to prevent the establishment of such small units in future with a view to by-passing the Act.

Clause 3.—(i) It is considered necessary to define the term 'family' for the purposes of the Act. A new clause (ee) is, therefore, being added in section 2.

(ii) The present definition of the term "plantation" in section 2(f) is restricted to land where tea, coffee, etc., are grown and does not cover other places such as offices, hospitals, dispensaries and schools where persons are employed in work connected with the plantations in one form or another. The modified section 2(f) read with the amendments proposed in clause 2 will ensure that the benefits under the Act will be available to all workers except those employed in factories which come within the purview of the Factories Act, 1948.

(iii) Clause (k) of section 2 is being amended to clarify that members of the medical staff (other than medical officers) whose wages are less than Rs. 300 p.m. are covered by the Act, while persons who are temporarily employed in any work relating to the construction and maintenance of buildings, roads, etc., are not.

Clause 4.—Employers are already providing medical facilities for families of workers. The proposed amendment merely gives this a statutory effect.

Clause 6.—(i) It is not clear whether the expression 'work performed' appearing in sub-section (1) of section 30 includes days

on which less than the normal day's work is performed or on which only attendance is put in. The proposed "Explanation" clarifies the position in this regard.

(ii) The existing section 30 does not provide for grant of leave due to a worker or wages in lieu of such leave in case his services are terminated by the employer. The new sub-section (4) makes necessary provision on this account.

Clause 7.—The period over which the average daily wage should be calculated has not been specified in section 31(1). This has been causing difficulty in the calculation of wages for the leave period. The proposed amendment seeks to remove this difficulty.

Clause 8.—Under section 42, previous approval of the Central Government is necessary before State Governments can exempt employers from any provision of the Act. Section 19 restricts weekly hours of work to 54 for adults. Employers are finding it difficult to observe a 54-hour week in a rush period when tea leaves have to be plucked while in heavy flush and coffee berries have to be picked before torrential rains can bring down the whole of the ripening crop. The restriction of weekly hours of work to 54 in such cases results in loss of crop to estates and loss of earnings to workers paid on piece rates. The proposed amendment empowers State Governments to exempt employers from section 19 in suitable cases without prior reference to the Central Government, which takes time.

ANNEXURE

EXTRACTS FROM THE PLANTATIONS LABOUR ACT, 1951 (69 OF 1951)

Short title,
extent, com-
mencement
and applica-
tion.

* * *
1. (1) This Act may be called the Plantations Labour Act, 1951.
* * *

(4) It applies in the first instance to all tea, coffee, rubber and cinchona plantations, but any State Government may, subject to the previous approval of the Central Government, by notification in the Official Gazette, apply it to any other class of plantations within that State.

Definitions.

* * *
2. In this Act, unless the context otherwise requires,—
* * *

(f) "plantation" means any land used or intended to be used for growing tea, coffee, rubber, or cinchona which admeasures twenty-five acres or more and whereon thirty or more persons are employed, or were employed on any day of the preceding twelve months, and in respect of any territory where the provisions of this Act have been applied by notification under sub-section (4) of section 1 to any other class of plantations, means also any land used or intended to be used for growing the plant mentioned in such notification and whereon thirty or more persons are employed, or were employed on any day of the preceding twelve months;
* * *

(h) "qualified medical practitioner" means a person having a certificate granted by an authority specified in the Schedule to the Indian Medical Degrees Act, 1916, or in the Schedules to the Indian Medical Council Act, 1933, and also persons having certificates granted under the different State (Provincial) Medical Council Acts;
* * *
7 of 1916.
27 of 1933.

(k) "worker" means a person employed in a plantation for hire or reward, whether directly or through any agency, to do any work, skilled, unskilled, manual or clerical, but does not include—

(a) a medical officer at the plantation;

(b) any person whose monthly wages exceed three hundred rupees; or

(c) a person employed in a plantation primarily in a managerial capacity notwithstanding that his monthly wages do not exceed rupees three hundred;

* * *

CHAPTER III

PROVISIONS AS TO HEALTH

* * *

10. (1) In every plantation there shall be provided and maintained so as to be readily available such medical facilities for the workers as may be prescribed by the State Government. Medical facilities.

* * *

16. The State Government may make rules for the purpose of giving effect to the provisions of section 15 and, in particular providing for— Power to make rules relating to housing.

* * *

(e) the allotment to workers and their families of housing accommodation and of suitable strips of vacant land adjoining such accommodation for the purpose of maintaining kitchen gardens, the definition of what constitutes the family of a worker for the purposes of section 15, and for the eviction of workers and their families from such accommodation;

* * *

30. (1) Every worker shall be allowed leave with wages for a number of days calculated at the rate of— Annual leave with wages.

(a) if an adult, one day for every twenty days of work performed by him, and

(b) if a young person, one day for every fifteen days of work performed by him:

Provided that a period of leave shall be inclusive of any holiday which may occur during such periods.

* * *

31. (1) For the leave allowed to a worker under section 30 he shall be paid at the rate equal to the daily average of his total full-time wages exclusive of any overtime earnings and bonus, if any, but inclusive of dearness allowance and the cash equivalent of any advantage accruing by the concessional supply by the employer of foodgrains for the day on which he worked. Wages during leave period.

* * *

of 1916.
7 of 1933.

CHAPTER VIII
MISCELLANEOUS

* * *

Power to
exempt.

42. The State Government may, by order in writing, exempt, subject to such conditions and restrictions as it may think to impose, any employer or class of employers from all or any of the provisions of this Act;

Provided that no such exemption shall be granted except with the previous approval of the Central Government.

* * *

LOK SABHA

A
BILL
further to amend the Plantations Labour Act, 1951.

*(Shri Gulzarilal Nanda, Minister of
Labour and Employment.)*

தமிழ்நாடு தோட்டத் தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.,)

(நலகிரி கிளைகள் :- கூடலூர், குன்னூர்.)

Minister, Government of Madras, covering all the above points. He has expressed his sympathy to the Labour Union. குன்னூர், R. S.

10/2 19

Ref. No.

AN APPEAL TO ALL LEGISLATORS

We wish to place before all the democrats, the deliberate political discrimination by the Madras State Govt., affecting the lives of hundreds of workers and their families.

Workers numbering about 400 employed in the Woodbriar Estates, Ltd., Devarshola, Wilpiris, have agitated twice in the course of this year only to be met with the discrimination.

The Management which owns more than 700 acres employ only 300 permanent workers and more than 400 temporaries and thus evade paying the benefits to the workers entitled as per law. Most of the temporaries are wives, sons, and daughters of the permanent workers. The Planters are swearing by God that they employ workers in family gangs and on that basis the wages for the plantation workers have been fixed. The Govt too have accepted their stand - family gang. In May last, when we interviewed the Hon Minister for Labour at Cotacemund he agreed with us saying that something has to be done to stop this unfair labour practice and evasion of law.

The Management dismissed two leading workers when there was agitation for the implementation of the 'word of honour' given by the planters, leading to strike. The strike was withdrawn on the assurances given by the Government that the issue would be taken up.

Not only that the Govt did not take any action on the issues of strike but also - to add injury to injustice, the management dismissed 48 workers on the charge of absenteeism treating the period of strike also as days of absence (Section 2 (ccc) of the I. Act considers the period of strike which is not illegal, not as a break of service.) In the case of one particular worker, he has produced doctor's certificate for the absence.

The Congress sponsored INTUC helped the management to break the strike by recruiting 'black legs'. They did open propoganda against the strike, praising the Management to the sky. They did not stop at this. We have every reason to believe that at the instance of the INTUC, the Labour Dept., passed orders refusing adjudication on the issue of dismissal of 48 workers etc., which order was given to the management by the INTUC. Not only we did not get a copy of the said order till date on the contrary, we get a letter from the Labour Commissioner, stating that the matter is under consideration by the Govt. The said order by the Labour Dept., refusing adjudication is said to have been passed on 11-6-59 whereas the Labour Commissioner's letter to us is dated 13-6-59 i.e. two days after the said G.O.

We wrote a personal letter to Sri R. Venkateswaram, Labour Minister, narrating all the above facts on 30-7-59 yet to be responded. So also to the Labour Commissioner.

When we came to know of this unfair methods - back door dealings - the workers once again began the agitation. This time also the leaders of the INTUC along with the Muslim League conducted joint propaganda against the workers. THE MANAGEMENT WROTE TO THE CHIEF MINISTER OF THE STATE TO THE EFFECT THAT IF THE AGITATION IS ALLOWED TO SUCCEED THEN THE WHOLE AREA WOULD BECOME 'RED'. Thus it could be seen that the issue of life and death of the 48 workers - a Trade Union dispute - is made out to be a political dispute between the Congress and the Communist by the Management and on top the Government.

When there was agitation for the second time - Hunger Strike - the Labour Minister assured reconsideration of the orders, only to go back again. They have persisted in their discrimination and obliged the Management. The Labour Officer sent up reports, we presume in favour of adjudication. The District Collector recommended the withdrawal of cases against the strikers. For political reasons the Government did not accept the recommendations in both the cases. Whereas in the case of a worker belonging to the INTUC who has manhandled the Manager, though the Government at first passed orders refusing adjudication, it was revised later.

These are the people who talk so much of discrimination in other places and to advocate that Trade Union should be devoid of politics.

We should also make mention of the fact that the workers were prepared for any mediation by the Hon Labour Minister and the District Collector on both the occasions, but it is the management who refused to accept and were adamant as they were confident of the help by the Congress Party - both Trades Union and the Government. It is worthwhile to note that the District Collector told so to the Management, though not in so many words.

In conclusion, the Central Government convenes Labour Conferences often and on and expects that the Mainital Code of Discipline should be adhered to both by the Management and the Unions. The said code of discipline expects the managements not to show discrimination between Unions. But here we see the Labour Department and the Government abets, leads such discrimination against AITUC on political grounds. May be most disgusting yet a fact. How such a Government can expect a private management to fair ?

A general meeting of Thakurbari Cut Garden Workers (Choiralie T.E.) Darrang Assam governed by Empire of India & Ceylon Tea Co. Ltd. held on 13th Dec. 1960 in garden at 6 p.m. near the premises of the leaf weighing house under the Presidentship of Com. Marraki Munde and unanimously passed the following resolutions. Com. Santosh Ar. Singh the Acting General Secretary and Com. Khaniran Kosla the Secretary of Akhil Bharatiya Shah Mazdoor Sangha (Assam) Regd. No. 324 were both invited in the meeting as the main speakers. The meeting was opened by Com. Lakhinder Jamidar Mandha the Secretary of the Garden Committee of the Sangha. The number of the workers attending the meeting was approximately 100. Also all prominent members were present.

AGENDA.

1. Unemployment problem of the dependent workers.
2. Set-up of Wage-Board & final wage for plantation workers in India.
3. Full implementation of W.P. Act 1951.
4. Distribution of P.F. Account receipts for the years 1957, 58 & 59 to workers.
5. Bonus for the year 1959 if any.

RESOLUTIONS.

(A) As per the Agenda No. 1 this general meeting of the workers unanimously resolves that all the dependent workers living within the garden should be given jobs in the places of the death name-cut and repatriated workers. A wide movement also should be started in the garden to fulfil the same if the management failed to respond.

(B) As per the Agenda No. 2 this general meeting of the workers unanimously resolves that the proposed Wage-Board for the plantation should be set-up in India had invited the Representatives of the AITUC also in its Committee to end the existing question of the interim wage of increased twenty naye paise this year and make a final decision to bind wage as previously demanded (2.2-25) per day per worker irrespective of sex and if not the present burning high of markets' Commodities be brought down.

(C) As per the Agenda No. 3 this general meeting of the workers unanimously resolves that the Plantation Labour Act of 1951 be implemented in full in the plantation and this matter should be enquired practically by the Govt. for fulfilment quickly. The Thakurbari Garden Hospital which is said by the management to be removed to Choiralie T.E. should be stopped and the Hospital kept in the same place where it is.

(D) As per the Agenda No. 4 this general meeting of the workers unanimously resolves that the P.F. Account Receipts of the individual members of the garden should be distributed for the last 1957, 58 & 59 - 3 years as to bring the workers into a light from ignorance that what amount they have deposited in the Savings Bank upto now. A Representative of the Akhil Bharatiya Shah Mazdoor Sangha (AITUC) Assam also should be taken in the Board of Trustee Shillong to create confidence of the members concerned to earn and deposit more and more money in the Savings Bank as to help themselves and the Nation.

(E) As per the Agenda No. 5 this general meeting of the workers unanimously resolves that bonus for the year 1959 should be paid if there is any profit found in the Balance-Sheet annually audited by the Chartered Accountants of Govt. of India. This matter should be also decided separately in the floor and found if any, it should be paid.

Passed unanimously.

Copy To:-

1. The Manager, Thakurbari Cut Garden (Choiralie T.E.),
2. The Labour Commissioner, Assam, Shillong,
3. The Secretary of the Board of Trustee, Shillong,
4. The Legal Office, ABCMS, Natunpara Lane, Tezpur,
5. The General Secretary, APTUC, Tinsukia,
6. The General Secretary, AITUC, 4 Ashok Road, New-Delhi,
7. The General Secretary, ABCMS (Assam) Rangapara P.O. & H.O. Assam for information and prompt action and respond into the above resolutions.

Forwarded by:-

M. K. Singh
Acting General Secy.
ABCMS
14/12/60

(Sd/ Marraki Munde),
President,

A general meeting of Kacharigaon Tea Workers governed by Williamson Dagar & Co. Ltd. held on 14th Dec. 1960 in garden at Market filed at 5 p.m. under the Presidentship of Com. Pantul Tanti and unanimously passed the following resolutions. Com. Santosh Kumar Singha the Acting General Secretary of Akhil Bharatiya Shah Mazdoor Sangha (Assam) was invited in the meeting as the main speaker. The meeting was opened by Com. Mongloo Pantanti the Secretary of the Garden Committee of Akhil Bharatiya Shah Mazdoor Sangha (Assam) Regd. 324. The number of the workers attending the meeting was approximately 200. All the prominent members of the garden unit participated.

AGENDA.

1. Unemployment Problem of the dependent workers of the garden.
2. To set-up of the Wage-Board for the Plantation workers in India.
3. To distribute P.F. Account receipts to individual workers of the garden Primary Committee for the passed 3 years.
4. To fully implement the P.F. Act 1951 in the Plantation.
5. To declare Bonus for the year 1959 if any profit made that year.

RESOLUTIONS.

(A) This general meeting of the workers unanimously resolves that employment should be given to the unemployed workers of the garden who are born and brought up within the garden and living in their relatives' houses without jobs and badly suffering on the ground of economy. They should be provided in the places of the death name-cut and repatriated workers of the garden. A wide movement also should be started in the garden to fulfil the demand if the management failed to respond to this.

(B) This general meeting of the workers unanimously resolves that the proposed Wage-Board for the Plantation Workers should be set-up in India immediately as to make a final decision on the question of the wage previously demanded (1.2-25) as to end the term of the interim wage increased this year (twenty naya paises) and if not the present burning high prices of markets commodities be brought down.

(C) This general meeting of the workers unanimously resolves that the Plantation Labour Act 1951 should be implemented in full in the Plantation.

(D) This general meeting of the workers unanimously resolves that Com. Rangita Parja should be taken in the Primary Committee of the P.F. Account of Kacharigaon T.E. and also a Representative of Akhil Bharatiya Shah Mazdoor Sangha (AITUC) Assam also should be taken in the Board of Trustee Shillong to bring the members to a light from ignorance. The Receipts of the P.F. Account of the garden also should be distributed to all individual members of the garden for the passed 1957, 58 & 59 as to enlighten them about their account.

(E) This general meeting of the workers unanimously resolves that, the Bonus for the year 1959 if any profit made in the Balance-Sheet and found to be paid to the workers.

Passed unanimously.

Copy to:-

1. The Manager, Kacharigaon T.E.
2. The Labour Commissioner, Assam, Shillong.
3. The Secretary of the Board of Trustees, Shillong.
4. The Legal office, ABCMS, Natanpara lane, P.O. Tezpur.
5. The General Secretary, AITUC, Tinsukia P.O.
6. The General Secretary, AITUC, 4 Ashoke Road, New-Delhi.
7. The General Secretary, ABCM, Rangayara P.O. & H.O. Assam for information, prompt action and respond in the above grievances.

(SIGNED BY PANTUL TANTI) ..
PRESIDENT.

Forwarded by :

14.12.1960.

MS
General Secy
acting A.D. M.S.
W/P

3 DEC 1960

A general meeting of Namgaon Out Garden Tea Workers (Wessa T.E.) governed by Empire of India & Ceylon Tea Co. Ltd. held on 29th Nov. 1960 at the football field in the Garden at 5-30 p.m. under the Presidentship of Sri Kalicharan Khorah and unanimously adopted the following resolutions. Sri Santosh Kr. Singha the Acting General Secretary of Akhil Bharatiya Chah Mazdoor Sangha (Assam) Regd. No. 324 was invited in the meeting as the main speaker. The meeting was opened by Sri Hariparsanna Karmakar the Secretary of the Garden Committee of the Sangha. The number of the Workers attending the was about 200.

RESOLUTIONS.

1. This general meeting of the workers unanimously resolves and requests the Garden Authority concerned and the Govt. to immediately set up the Wage-Board for the Plantation Workers in India inviting also the Representatives of AITUC in its Committee the Wage-Board to raise the daily wage for the workers irrespective of ~~sexes~~ sexes as:

- (a) to finalise the final wage in place of the interim wage '20 nP. increased.
- (b) to stop work-load if any, increased in the Gardens after the increment of the wage.

The matter of Bonus for the year 1959 should be settled and declared had discussed in the floor as the additional demand of the workers that if any profit found in any year be paid to the workers.

2. This general meeting of the workers unanimously resolves and requests the Garden Authority concerned and the Govt. to give work to the Gardens dependant workers had stopped the outsiders as the "Code of Discipline of the Industry" does not allow while there are sufficient workers in the Garden as dependant living in their houses born and newly married.

3. This general meeting of the workers unanimously resolves that sufficient Ring-Wells be given in the lines so that the workers will not suffer for the mere want of water.

4. This general meeting of the workers unanimously resolves and requests the Garden Authority concerned and the Govt. that 4 (Four) maund of paddy should, before the hurbest of the paddy not be fixed and assessed against their ration. It should be fixed after the hurbest or prior to it, the rate should be fixed in accordance with the land and crop grown.

5. This general meeting of the workers unanimously resolves and requests the Garden Authority concerned and the Govt. to provide sick attendants in the Hospital regularly and attendants should be provided at least 9 (nine) days for the delivery women after their child issue either in the Hospital or in the lines.

6. This general meeting of the workers resolves and requests the Garden Authority concerned and the Govt. to fully apply the Plantation Labour Act 1951 such as:

- (a) to build houses as dropped for the last 3 years.
- (b) to issue Leave Books for the full understanding of the workers that how many days they worked and earned other facilities which are provided under be extended to.

Just before the conclusion of the meeting Sri Santosh Kr. Singha appealed to the workers and the industry to harmoniously work in the industry, to grow more production to be well developed economically with the Country and shoulder also its responsibility realising their legitimate demands from the Co. peacefully. Sri Singha appealed further the authority concerned to immediately redress the above noted grievences as early as possible. Passed unanimously.

Copy to:-

The Manager, Namgaon Out Garden (Wessa T.E.)

The Labour Officer, Tezpur, Barrang.

The Gen. Secretary, AITUC, 4 Ashok Road, New-Delhi,

The General Secretary, APTUC, Office Tinsukia.

for immediate action.

Letter of Sri Kalicharan Khorah, President, 29/12/60.

Forwarded by: - (A. K. K. K.) Secretary AITUC (Assam) 7/12/60

A general meeting of Hoograjuli Tea Workers governed by Hoograjuli Assam Tea Co. Ltd. held on 30th Nov. 1960 in the Labour Club House at 5-30 p.m. under the presidency of Sri Madhoo Parja and unanimously adopted the following resolutions. Sri Santosh Kr. Singha the Acting General Secretary of the Bhill Bharatiya Chah Mazdoor Sangha (Assam) Regd. No. 324 was invited as the main speaker the meeting was opened by Sri Nakul Gona the Secretary of the garden committee. The number of the workers attending the meeting was more than a 100. All prominent members of the Committee and lines attended.

RESOLUTIONS.

1. This general meeting of the workers unanimously resolves and requests the management and the Govt. to immediately set up Wage Board for the Plantation Workers in India for raising daily wage as demanded previously at rate of 2-25 (Rupees two and twenty-five paise only) per day per worker irrespective of sexes as to meet the present ^{high} prices of commodities of the markets. The interim wage increased this year is not a final one. So to cover up of the final wage the wage board is badly needed. The matter of bonus for the year 1959 if any be discussed separately and paid if garden profited.
2. This general meeting of the workers unanimously resolves and requests the garden management and the Govt. to promptly issue the P.F. Account Books to all the workers for the preceding 3 (three) years - 1957, 58 & 59 as to enlighten the workers that what amount they have deposited upto now.
3. This general meeting of the workers unanimously resolves and requests the management and the Govt. to provide jobs for the dependant workers of the garden who are living within had born and brought up and newly married. The outsiders be stopped as the "Code of the Discipline of the Industry" does not allow for them, while the management sees that there are enough workers - the dependant workers in the lines, in the garden, ~~with out employment~~
4. This general meeting of the workers unanimously resolves and requests the management and the Govt. to fit Ceiling in the new houses because the workers ^{are} getting too much trouble by heat at Summer Season in living.
5. This general meeting of the workers unanimously resolves and requests the management and the Govt. to check the Medical Practitioners of the Garden Hospital.

Just before the conclusion of the meeting Sri Santosh Kr. Singha appealed to the management to address all the above grievances of the workers within the succeeding period of 12 months fully implementing the P.D. Act and its provision laid down. Sri Singha further appealed to the workers and industry to harmoniously work to increase from 8,000 to 10,000 maunds of made tea to be economically well developed with the industry and the Country.

Passed unanimously.



Copy to:-

(Sd/ Sri Madhoo Parja),
President,
30.11.1960.

The Manager, Hoograjuli, A.S.
The Labour Officer, Darrang, Tezpur.
The General Secretary, APTUC, Tinsukia.
The General Secretary, ABCMS, Kangapara.
The General Secretary, AITUC, New-Delhi, for taking prompt action.

Forwarded by:-

(D.R. Kosta),
Secretary, ABCMS, Assam.
7.12.1960.

A general meeting of Sapoi Tea Workers governed by Kanoee Group, Assam held on 2nd December 1960 in Puja field at 5-30 p.m. under the Presidentship of Sri Budhu Sasni and unanimously adopted the following resolutions. Sri Santosh Kr. Singha, the Acting General Secretary of Akhil Bharatiya Chah Mazdoor Sabha (Assam) Regd. No. 324 was invited as the main speaker. The meeting was opened by Sri Bansilal Tanti, the Secretary of the Garden Committee of A.B.C.M.S. More than 200 people the workers participated in the meeting.

RESOLUTIONS.

1. This general meeting of the workers unanimously resolves and requests the garden authority concerned and the Govt. to immediately set up Wage-Board in India for the Plantation Workers inviting the Representatives of AITUC in its Committee - the Wage Board as to raise daily wage as previously demanded Rs. 2-25 (Rupees-two & twenty five naye paises only) per day per worker irrespective of sexes to meet the present burning high prices of commodities of the markets. The matter of Bonus for the year 1959 should be made as an additional demand and it should be discussed in the floor separately and paid if gardens profited.
2. This general meeting of the workers unanimously resolves and requests the garden authority concerned and the Govt. to immediately stop the outsiders who are allowed to work in the garden considering that there are sufficient dependant workers in the houses of the garden workers. These dependant labourers should be given jobs instead of the outsiders engaged in the industry as the "Code of Discipline of the Industry" does not allow for the outsiders -s while the authority of the industry observes that there are enough dependant workers in the garden living had born and brought up and newly married from some where else and badly suffering for want of jobs.
3. This general meeting of the workers unanimously resolves and requests the garden authority concerned and the Govt. to distribute the P.F. Receipts among the workers for the preceding 3 years -i.e. 1957, 58 and 59 as the complaint is seriously coming from the workers that they want to know that what amount they have deposited in the Saving Bank of the P.F. Account.
4. This general meeting of the workers unanimously resolves and requests the garden authority concerned and Govt. to provide another two Dhais in Factory line for children protection while their mothers will be at work in day time. Some facilities also be provided so that the children will eat it and play.
5. This general meeting of the workers unanimously resolves and requests the garden authority concerned to supply cleaned ration to the workers as the workers are complaining that uncleaned ration is supplied to them.
6. This general meeting of the workers unanimously resolves and requests the garden authority concerned and the Govt. to fit another 3(three) Tube wells in Factory line and the lines wherever it is needed to supply sufficient water so that the workers will not suffer for the nere want of water. Cows and Buffaloes herd (Bagali) also be provided in the lines particularly in Factory line as the number of Catties in the line is greater than other lines of the Garden. The industry also is gainer because the Catties Dungs are used in the Plantation every year, as manure.

Just before the conclusion of the meeting Sri Santosh Kr. Singha appealed to the workers and the Industry to harmoniously work and grow more production so that the economic crises of the toiling it may be crerical or physical, their this problem will be ended. Sri Singha appealed to the authority concerned as to see that the above mentioned grievences are solved as early as possible.

Copy to:-

The Manager, Sapoi T.E.
The Labour officer, Darrang, Tezpur.
The Secretary, ABCMS, Rangapara.
The General Secretary, APTUC, Tinsukia.

The General Secretary, AITUC, New-Delhi (India), for prompt action.

Forwarded by:-

(Sd/- Sri Budhu Sasni)
Budhu Sasni
2.12.60
S. K. Kosla
Secretary, ABCMS, Assam.

7th Dec. 1960.

Meeting
Planting file

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MINUTES of a Joint Bipartite Meeting between Indian Tea Planters' Association and Terai Indian Planters' Association and West Bengal Cha Sramik Union, Dooars Cha Bagan Majdoor Sangha, Dooars Cha Bagan Workers' Union, Zilla Cha Bagan Workers' Union, Darjeeling District Chia Kaman Mazdur Union and Rastriya Cha Majdoor Congress held at I.T.P.A.Hall on 18.1.60 to discuss the subject of Labour Bonus for 1957 and 1958.

1. The I.T.P.A. and T.I.P.A. produced a draft agreement marked 'B' which after general discussion was not found acceptable to the representatives of the Unions.
2. Thereafter the agreement entered into between the I.T.A. and the various representatives of the workers dated 28.11.59 was gone into, discussed and after certain consequential changes was signed.
3. The workers' representatives desired it to be recorded that they would like the 1958 Bonus to be paid in whole or in part by such gardens who would not pay bonus on account 1957 at the time of payment of 1957 bonus by other gardens. They further desired that in such cases where the individual entitlement of bonus would be less than Rs.10/- the payment may be made in one instalment during the payment of 1957 bonus.

Signature of Representatives of Employers' Organisations.

Indian Tea Planters' Association,

Sd/- B. C. Ghose
Sd/- P. B. Guha
Sd/- K. K. Rahut
Sd/- A. C. Roy

Terai Indian Planters' Association,
Terai.

Sd/- K. K. Dutta
Sd/- A. J. Singla

Signature of Representatives of Workers' Organisations.

West Bengal Cha Sramik Union(H.M.S)

1. Sd/- Deven Sarker
Dooars Cha Bagan Majdoor Sangha
(I.N.T.U.C.)
1. Sd/- L. M. Prodhan
2. Sd/- S. K. Sen

Dooars Cha Bagan Workers' Union
(U.T.U.C.)

1. Sd/- Nani Bhattacharjee
2. Sd/- A.H.Besterwitch.

Zilla Cha Bagan Workers' Union
(A.I.T.U.C.)

1. Sd/- Subodh Sen
2. Sd/- Parimal Mitra

Darjeeling Dist.Chia Kaman Mazdoor
Union (A.I.T.U.C) -

1. Sd/- Manoranjan Roy

Rastriya Cha Majdoor Congress(INTUC)

1. Sd/- Barendra Krishna Bhowmik
2. Sd/- Babulal Sharma.

9 SEP 1960

(276) ✓

Second September was observed by the tea plantation workers of Terai in a befitting manner. In spite of incessant rains for the last seven days workers from 13 estates came, ^{even} from 15 miles off to ~~to~~ ^{observe the day}

As 2nd September was a payday, the workers decided to receive payments either on Saturday or

Monday & worked only for half day ^{on the 2nd}. A mass meeting was

held at Bagdagra within

Siliguri Subdivision, Com Charn ^{the meeting}

Rayamdar presiding. ~~Com~~ ^{was attended by the tea workers & Plywood factory}

^{workers} Com Honorary Roy spoke on the most vindictive attitude of

2

The Central Govt towards its employees, who had set an example of ~~been~~ been able to draw the sympathy & support of the entire nation by their heroic stand against the Govt offensive. Com Roy thanked the tea workers who had joined the general strike of 14th July in support of the ^{C.G.} employees' demands. He further explained how the Central Govt employees had fought for not only for their own demands but for the working class in particular & people in general. ~~He~~ He warned the Govt against any further move to ~~take~~ withhold the rights of the workers & employees to strike. Com Roy also stressed on the

need of maintaining the unity
of the working class & irrespective
of ^{any} nationality or religion.

He warned the workers against
the sinister conspiracy of the
vested interests to disrupt ^{the}
unity of the working class ^{of the people} by
raising religious & provincial
bogies.

The meeting passed a
resolution strongly ^{condemning} protesting
against the vindictive attitude
of the Govt, demanding immediate
reversal of all
suspension, dismissal orders,
charge sheets and withholding of

4

recognition of the respective
unions.

Com Bireu Bose, general
Secretary of the Terai Cha Mazdoor
Union also spoke. After the
meeting a huge demonstration
of the workers paraded the streets
of Bagdogra.

General Fund Account for the year ending on 31st March, 1960.

As per last A/c.	Income.	Rs.	nP.	Rs.	nP.	As per last A/c.	Expenditure.	Rs.	nP.	Rs.	nP.
	Balance at beginning of the year ...			1,094	07		Salaries, allowances and expenses of officers. ...			4,202	75
	Contribution from 2,153 members @ Rs. 3/- per member less Rs.10/- due.			6,449	00		Expenses of Establishment ...			1,910	94
	Donations			Nil			Audit Fee including expenses ...			90	90
	Sale of periodicals, books etc. ...			Nil			Legal Expenses.			19	00
	Interest from investment ...			1	75		Stationary, Printing & Postage:				
							Stationary	177	88		
							Printing	221	25		
							Postage	140	24	539	37
							Funeral, Old age, Sickness, Unemployment benefits etc. ...			44	87
							Educational, social and religious benefits			11	00
							Expenses under Sec. 15.:				
							Trade dispute			65	30
							Other Expenses:				
							Rent	230	00		
							Miscellaneous	55	16	285	16
							Balance at end of the year ...			276	33
				Rs.						7,544	82

Statement of Assets & Liabilities as on the 31st day of March, 1960.

Liabilities.				Assets.			
Amount of General Fund ...	1,929	07		Cash Balance:			
Less adjustment of deficit of the yr.	717	74	1,211	33	In hands of treasurer ...	50	00
Loans from :				In hands of secretary ...	264	51	
Sri Antu Goala	52	00		With the Assam Co-operative Apex Bank Ltd., Tezpur ...	61	82	376
Sri Kali Charan Majhi. ...	50	00		Goods & Furniture ...			1,003
Sri Simon Kajur	26	00					00
Sri Manghi Ram Sarma.. ...	15	00					
Sri Jabaria Kangari	25	00	168				
			Rs.				
							Rs.
							1,379
							33

Auditors' Declaration.

The undersigned, having had access to all the books and accounts of the Trade Union, and having examined the above statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law.

Dated. Mitra & Co Buildings, Fancybazar, Gauhati, the 12th August, 1960.

B. Mukherjee & Co. CHARTERED ACCOUNTANTS

LABOUR BONUS

1. This Agreement shall be known as the Jalpaiguri Bonus Agreement of 1960.

It shall apply -

(a) to the years 1957 and 1958 (though it may by mutual consent be continued for further years),
and

(b) to Companies in the membership of the Indian Tea Planters' Association, Jalpaiguri and the Terai Indian Planters' Association of Terai.

2. (1) For the purposes of calculating the bonus if any on account of each year of the Agreement's currency, the following shall be deemed to be the basic bonus for the areas specified :-

<u>Area.</u>	<u>300 acres and above.</u>	<u>Below 300 acres.</u>
Dooars ...	Rs. 70.00	Rs. 35.00
Terai ...	Rs. 45.00	Rs. 23.00
Darjeeling ...	Rs. 30.00	Rs. 15.00
Assam Zone I ...	Rs. 90.00	Rs. 45.00
Assam Zone III ...	Rs. 80.00	Rs. 40.00

(ii) Where a Company has estates in more than one of the areas referred to in this clause, and where a Company as a whole makes a profit, bonus will be declared in each area in accordance with the basic bonus for such area.

3. The "Standard Bonus for the year" (hereinafter referred to as the Standard Bonus) will be determined by application of the formula -

$$\frac{\text{Profit of Company for bonus year}}{\text{Average Profit of Company for 1954, 1955 and 1956}} \times \text{Basic bonus for the area}$$

Notes

Notes :

- (a) Profits shall be arrived at by using the same principles in both the numerator and denominator and shall be profits minus normal depreciation as permitted for income tax purposes but without deductions for income tax, for bonus or for Capital Expenditure.
- (b) When calculating the average profits for the denominator of the formula, years of loss shall be treated as years of no profit.

4. (i) An individual worker who, being a male has worked 240 days or more days, and, being a female has worked 175 days or more, will be entitled to the full Standard Bonus, the total of the profits of the remaining years being divided by three and the basic bonus remaining the same.

(ii) An individual worker who has worked less than the number of days laid down in Clause 4(i) will be entitled to a proportionate share of the Standard Bonus.

Notes :

- (a) Minors will receive half the bonus on the basis of 175 days to which an adult is entitled.
- (b) "Day worked" is a day upon which not less than the minimum wage has been earned by work, or upon which a worker has worked for the full working period.

If less than the minimum wage has been earned, or less than the full working period has been worked, then half a day shall be counted.

5. Bonuses under this Agreement shall be payable in respect of 1957 within three months of the signature of the Agreement; in respect of 1958 within six months of the signature of the Agreement.

6. For the resolution of doubts and the removal of difficulties it is agreed that the interpretation of this Agreement shall be entrusted to a committee consisting of the Regional Labour Commissioner, Calcutta, and of four representatives each from the employers and the employees.

NOW THIS AGREEMENT WITNESSETH that the parties hereto agree that the gardens in the membership of the Indian Tea Planters' Association, Jalpaiguri and Terai Indian Planters' Association of Terai respectively shall pay and the members of the Unions signing this Agreement shall accept bonus for the years 1957 and 1958 in accordance with the Agreement hercinbefore set out.

IN WITNESS WHEREOF the parties hereto have signed this Eighteenth day of January, One Thousand Nine Hundred and Sixty.

Signature of Representatives
of Employers' Organisations.

Signature of Representatives
of Workers' Organisations.

Indian Tea Planters' Association,
Jalpaiguri,

Sd/- B. C. Ghose

Sd/- P. B. Guha

Sd/- K. K. Rahut

Sd/- A. C. Roy

Terai Indian Planters' Association,
Terai.

Sd/- K. K. Dutta

Sd/- A. J. Singla

West Bengal Cha Sramik Union.(H.M.S

1. Sd/- Deven Sarker

Dooars Cha Bagan Majdoor Sangha
(I.N.T.U.C)

1. Sd/- L. M. Prodhan

2. Sd/- S. K. Sen

Dooars Cha Bagan Workers' Union
(U.T.U.C)

1. Sd/- Nani Bhattacharjee

2. Sd/- A. H. Besterwitch

Zilla Cha Bagan Workers' Union
(A.T.T.U.C) -

1. Sd/- Subodh Sen

2. Sd/- Parimal Mitra

All India Trade Union Congress,
West Bengal Branch.

1. Ed/- Manoranjan Roy

Rstriya Cha Majdoor Congress
(I.N.T.U.C)

1. Sd/- Barendra Krishna Bhowmik

2. Sd/- Babulal Sharma

REGISTERED No. D. 221

The Gazette



of India

EXTRAORDINARY

PART II—Section 3—Sub-section (ii)

PUBLISHED BY AUTHORITY

No. 192] NEW DELHI, WEDNESDAY, SEPTEMBER 28, 1960/ASVINA 6, 1882

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 28th September 1960

S.O. 2393.—In exercise of the powers conferred by sub-section (3) of Section 5 of the Tea Districts Emigrant Labour Act, 1932 (22 of 1932) the Central Government hereby determines that the rate of Emigrant Labour Cess to be levied under the said section in respect of the entry into Assam of each assisted emigrant shall be rupees eight for the year commencing on the 1st October, 1960, and ending on the 30th September, 1961.

[F. No. PL-21(11)/60.]

BALWANT SINGH, Under Secy.

(557)

C-3



276

No.

1580



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at ---H.---M.

0 01 (14-45) A 40 DARJEELING 14

ALL INDIA TRADE UNION CONGRESS
NEW DELHI.

INCLUSION AITUC REPRESENTATION IN TEA WAGE BOARD PRAYED---

- SECY DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION---

CPDAT 14/ HRS.

This form must accompany any enquiry respecting this telegram.

11 7 NOV 1960



C-3

276



0153



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

0 NK A35 - DARJEELING 16

SECRETARY AITUCONG NEWDELHI..

.. PRA-YING INCLUSION OF AITUC REPRESENTATIVE IN TEA WAGEBOARD ...

.. SECRETARY DARJEELING DISTRICT CHAIKAMAN MAZDUR UNION

COPIEDAT

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIFPAh.—660—4-7-59—89,210 Eks.

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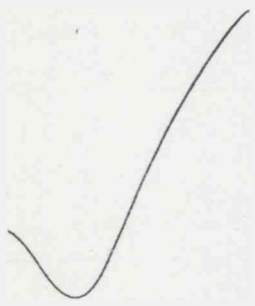
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AITCCONG NEWDELHI -

- PROTEST ANTI LABOUR POLICY -

WORKERS ~~XXXX~~ GRUNSAI ESTATE -

COP. AT 5/10HRS



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INDIAN POSTS AND TELE GRAPHS DEPARTMENT.

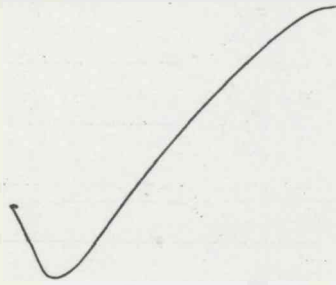
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ATTUCONG NEWDELHI

PROTEST ANTI LABOUR POLICY DISCRIMINATION WORKERS.

...BAUGERIB ESTATE.

COPD AT 23.15



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INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

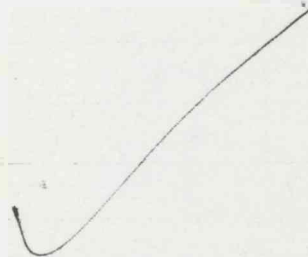
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AITUCONG NEW DELHI

•PROTEST GOV ERNMENT ANTI LABOUR POLICY DISCREMENTATION WORKERS.

...CAROLINE ESTATE..

COPD AT 23.05



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

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A I T U C DNG NEWDELHI.....

.....PROTEST GOVERNMENT, ANTI LABOUR POLICY DISCRIMINATION WORKERS

----DEVARSHOLA ESTATE----

COPIED AT 1710 SAINI.....



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INDIAN POSTS AND TELEGRAPHS DEPARTMENT....



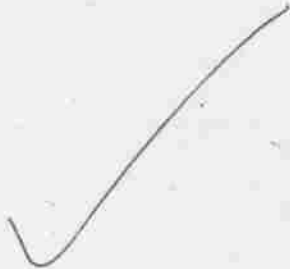
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A I T U C (D N G) NEW DELHI...

PROTEST GOVERNMENT ANTI LABOUR POLICY DISCREMENTATION

WOODBRIAR ESTATE WORKERS

CPDAT 4/20 HRS.



Missil
North Kanad Estates Labour Union,
Manontady, Dist. Cannanore, Kerala

Kulathupuzha Estate Workers Union,
Kulathupuzha, Kerala State

Chingalayi Thottam Thozhilali Union,
CHINGALAYI, Via. Irrikkur, Cannanore Dt.
Kerala State

Thenmalai Valley Estate Workers Union,
KALTHURUTHY MARKET, Kerala State

Kalair Thottam Thozhilali Union,
KALIAR, THODUPUZHA, Kerala State.

Kunnathur Thottam Thozhilali Union,
Elamannoor, Quilon Dist., Kerala

Kozhikode Taluk Estate Workers Union,
MUKKAM, Dist. Kozhikode, Kerala State

Valluvanadu Rubber Estate Workers Union,
ANGADIPURAM, Kerala State

Palghat Taluk Rubber Estate Workers Union,
WADACANCHERRY, Dist. Palghat, Kerala State

Ernad Taluk Plantation Labour Union,
KALIKAVU, Dist. Kozhikode, Kerala State

High Range Estate Employees Union,
Mundakayam, Kerala State.

Waynad Estate Labour Union, MEPPADI,
Kerala State.

Kerala Union Plantation Workers Union,
HARDIPET, Kerala State.

Melankara Thottam Thozhilali Union,
MUTTAN, Thodupuzha, Kerala State.

Vedumangad Thottam Thozhilali Union,
VEDUMANGAD, Kerala State.

Panni Plantation Workers Union,
PERINAD, Kerala State

Posdurg Taluk Workers Union,

Government Thottam Thozhilali Union,
Mission High School, KASARGOD, Kerala

Vadacancherry Rubber Workers Union,
Vadacancherry, Dt. Palghat, Kerala

Valuanad Taluk Plantation Workers
Union, PATTAMBI, Kerala State

Pathanamthitta Plantation Labour
Union, PATHANTHITTA, Kerala State.

Kerala Rubber Estate Thozhilali
Union, Kerala Estate P.O.,
South Malabar.

Malayalam Plantation Workers Union,
MEPPADI, Kerala State.

Kurumbrenad Taluk Estate Workers
Union, KAVILUMPARA, Kuttad, Kerala

Thiruvalla Taluk Rubber Estate
Workers Union, THIRUVALLA, Kerala

Kottayam Taluk Rubber Estate Workers
Union, KOTTAYAM, Kerala State.

Thrikkakara Estate Workers Union,
THRIKKAKARA, Kerala State

Kottayam Taluk Thottam Thozhilali
Union, KOTTAYAM, Kerala State.

Pathanapuram Taluk Plantation
Labour Union, PUNALUR, Kerala

Com. Rosamma Punnose,
C/o Devikolam Estate Workers Union,
MUNNAR, Kerala State.

Darjeeling Dist. Chia Kaman Mazdoor
Union, Chowkbazar, DARJEELING.

Zilla Chabagan Workers Union,
Mal Bazar, JALPAIGURI W. Bengal

Chai Bagan Mazdoor Union,
Infront of Rama Market,
Paltan Bazar, DEHRADUN, U.P.